The Labour Gazette

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April 1970

Shipping east and west. The strike of longshoremen on the B.C. coast has ended with a new three-year contract, and the Smith Report on the ports of Montreal, Québec, and Trois-Rivières has been released. See "A New Contract for the Longshoremen," on p. 264, and "The Dilemma at Québec Ports," on p. 266.

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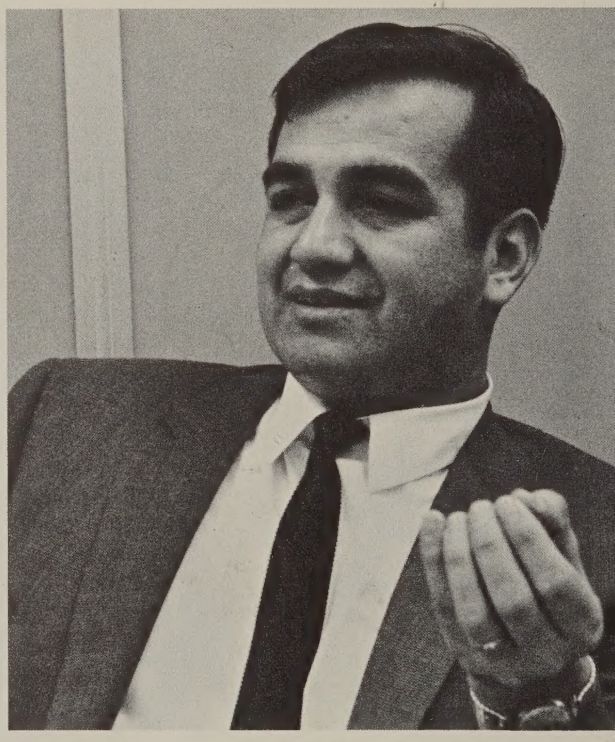
News briefs

■ **Victor Pelletier has been appointed a Human Rights Administrator with the Fair Employment Practices Branch of the Department of Labour.** As an agent of the federal Government, he will investigate complaints from anyone who believes that his race, colour, religion, or national origin has prejudiced his chances of obtaining or holding a job.

Raised on the Serpent River Reserve between Sudbury and Sault Ste. Marie, Mr. Pelletier later moved to Toronto, where he spent a total of 17 years working to help Indians adjust to the money- and time-oriented outlook inherent in city living. After 15 years as a private agent trying to obtain equal opportunity for those who sought his assistance, Mr. Pelletier helped organize the Canadian Indian Centre in Toronto, and he stayed on for a further two years as program director and counsellor.

In his new position, Mr. Pelletier will continue to be interested in Canadian Indians who claim they have been discriminated against in employment. Those whose complaints fall outside federal jurisdiction will be referred to the appropriate provincial agency.

■ **The 35th biennial convention of the Canadian Nurses' Association is being held from June 14-19 at The Playhouse in Fredericton, N.B.** Important subjects to be discussed include: professional associations in the 1970s, and health and welfare services in the 1970s.



Victor Pelletier

■ **The Canada Labour Relations Board has certif the CBRT as the bargaining agent for units of unlicens employees employed aboard vessels operated by th Ontario shipping companies.** The 371 employees w previously represented by the Canadian Mariti Union, which did not oppose the application. The CM was involved with the Seafarers' International Uni in the 1962 labour strife on the Great Lakes (L. 1962, p. 131).

■ **"It has been—and continues to be—the view of the anadian Chamber of Commerce that strikes against the tate should be prohibited." In a brief to the federal overnment in December, the Chamber of Commerce elegation, led by President J. Allyn Taylor, urged that ie Public Service Staff Relations Act be revised.** Refer- ng to Treasury Board President Drury's opinion that longer testing period is required, the brief suggested iat the extenstion be cut off at the end of 1970.

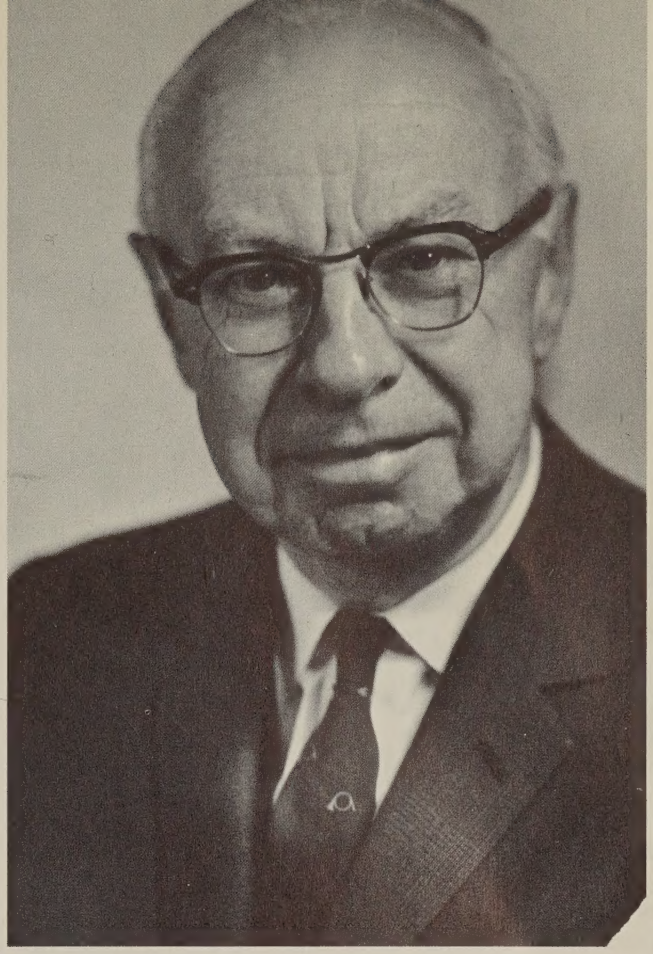
he Chamber's representative added, "We suggest that ie public and the employees concerned are best pro- ected by continuing government efforts to ensure that ilaries and conditions of work in the public service ever fall below the norms adopted generally in the rivate sector."

ontinuing with the theme, the delegation recommended iat strikes within the period of a properly negotiated greement should be prohibited. Furthermore, renego- ation within the effective period should not occur be- iuse of technological changes. Industrial progress iould not be inhibited by such a possibility. "The rotection of labour in this connection, if protection is eeded, is to insert in the original collective agreement auses providing for appropriate adjustments in the ven events." The Chamber announced its intention provide the Minister of Labour with its own study n how technological change affects the individual.

eferring to labour-management consultation, the hamber lauded the Government, with particular com- iendation to the Minister of Labour, for its support f the National Tripartite Conference held recently in ttawa (L. G., Jan., p. 14).

he Chamber emphasized that it was anxious to follow p an earlier government proposal for an exchange of ey middle-management personnel. This proposed reci- rocity in managers was seen as a means to broaden ie perspective of the individuals concerned and to forge stronger channel of communication between the pri- ate and public sectors. A concrete proposal had already een recommended to the Chamber's various corporate iembers.

he concern of the Chamber for rising inflation was xpressed in its support for the voluntary restraints urged y the Prices and Incomes Commission, with particular mphasis on the need for tight controls on "wage settle- ients that outstrip increases in productivity."



J. A. Taylor

■ **The two-stage increase in Alberta's general minimum wage rate will give the Province the highest general rate in Canada:** $1.40 an hour from April 1 and $1.55 an hour from October 1, 1970. The present rate is $1.25 an hour except for employees under 18 years of age who are entitled to 15 cents less.

The maximum deductions that an employer may make for board and lodging were also increased: $8, instead of $6, may be charged for 21 meals in a seven-day week; $7, instead of $5.25, for 18 meals in a six-day week; and 45 cents, instead of 35 cents, for single meals. The deductions for lodging were raised to $4 from $3 for a seven-day week, and to 60 cents a day, from 50 cents, when a period of less than seven days is involved.

■ **If you are an experienced computer programmer, systems analyst, or EDP manager, the computer industry is anxious to meet you.** If you are a sales engineer, particularly chemical or mechanical, a mechanical design engineer, plant engineer, industrial engineer, pollution-control engineer, accountant or personnel manager, the supply-demand curve is working in your favour. "Employers are desperate for some specialists, but other men have limited opportunities, or in a few cases, even have trouble changing jobs," reports the Technical Service Council of Toronto. A non-profit placement service sponsored by industry, the TSC emphasized in a recent report that, although total job openings are now at near-record levels, the vacancies are mostly restricted to a narrow spectrum of professional fields and employers are being extremely selective. "Many are prepared to take several months to find the right man."

At the higher levels, the situation is not so serious. Executives are wanted, although job-hunters still exceed the demand. Senior positions continue to be filled. Outside applicants must, however, demonstrate experience either in the particular industry or in a specified subarea. In a nation-wide survey of more than 1,300 employers, the TSC found that Ontario had the highest number of job vacancies, some 705 openings. Quebec had 334 openings, the Prairies and the Northwest Territories, 206, British Columbia and the Yukon, 94, and the Atlantic Provinces, 33. The demand for professionals has increased by 5 per cent from 1968.

■ **The British Columbia Federation of Labour ha reiterated its opposition to the B.C. Mediation Commis sion in its annual submission to the provincial Cabine** Quoting from the report on the Swedish system by M Justice Nemetz to the effect that a Commission of thi sort, to be successful, must be distinguished by th calibre of its members and their standing in the commu nity, the Federation concluded: "The B.C. Mediatio Commission has failed on both counts." The brie pointed out that there was reason to doubt that th Commission was employing only top-notch mediator because of "the differences in salaries of the mediatio officers."

Two groups were singled out for particular mentior First, civil servants and other public employees mus have the right to strike, said the brief. Secondly, agricu tural workers were being forced into substandard livin conditions by their exclusion from coverage under th acts governing workmen's compensation and minimur wages, and by the government's denial of their rigl to a union and collective bargaining.

The Federation disclaimed the charge that wages ar the primary cause of inflation. The Fourth Annual Re view by the Economic Council was quoted: "In perioc of strong demand pressures, advances in wage rate average hourly earnings and unit labour costs typicall lag behind profit gains and many price increases."

The brief urged also: that the provincial Governmer participate in several aspects of environment manage ment; that the Government either reduce the financia burden of the municipalities or greatly increase the per capita tax allowances; and that a greater proportio of total provincial expenditure be spent on education.

■ **The Women's Bureau of the Ontario Departmer of Labour has issued the 1970 revised edition of La and the Woman in Ontario.** The booklet, first issue in 1967, is intended to give a general idea of the la in Ontario as it affects women—as wives and mother property-owners and workers. Since the first issue, ther have been a number of important changes including Ontario's equal pay for equal work provision in th Employment Standards Act (1969); the Ontario Da Nurseries Act (1967); liberalized divorce laws; and th exemption of widows from the federal estate tax. Copie may be obtained from: Ontario Women's Bureau, On tario Department of Labour, 74 Victoria St., Toront 210, Ont.

■ **The provisions of the Canada Labour (Standards) Code governing hours of work have been modified in relation to the shipping industry within federal jurisdiction on the St. Lawrence River and on the East Coast (excluding Newfoundland).** Minister of Labour Bryce Mackasey said that the order in council establishing modified standards was based on a report by Professor Jacques St. Laurent of Laval University. Mr. Mackasey added that its purpose is to give the industry more time to adjust to the full requirements of the Code, including a weekly maximum of 48 hours and premium rates for overtime based on standard hours of eight a day and 40 a week.

For the duration of the Order, which expires on January 1, 1974, an affected employer will be required in normal circumstances to observe a weekly maximum averaging 50 hours over a 13-week period. He will also be required to pay, at the rate of time and one half for all hours worked in excess of a weekly average of 50 hours during the same period. The maximum hours may be exceeded in exceptional circumstances if the Minister grants permission in advance. In emergency circumstances, the excess hours worked and the underlying reason must be reported to the Minister.

■ **"Under no circumstances" should Supreme Court Judges be permitted to issue ex parte injunctions in labour disputes, states one of the recommendations in the annual brief by the Nova Scotia Federation of Labour to the Nova Scotia Government.** The brief argued that, in general, these injunctions are sought by and granted to the employer without the striking union being aware that such an application is being made. The Federation requested that it be recognized as the official labour spokesman when conciliation or arbitration proceedings are initiated. The provincial Government was also asked to enact legislation to prevent employers from contracting out work normally performed by their own employees, without the mutual consent of both parties, during the term of a collective agreement.

Some further recommendations were that the federal Government should provide financial assistance to the Deuterium of Canada Limited heavy water plant at Glace Bay; that minimum wage rates should become universal in the province; that municipalities should be empowered to control residential rents; and that cost of living escalation clauses should be written into the Workmen's Compensation Act.

■ **Most auto workers laid off by brief shut-downs in automobile assembly plants in the United States and Canada will hardly feel the pinch in their pay cheques, thanks to the existence of the Supplemental Unemployment Benefit Plan.** Implemented in 1955, the forerunner of the present plan was intended as the first step toward a guaranteed annual wage. Originally, the companies involved contributed 5 cents an hour worked per man. Those laid off were able to claim up to $25 a week over and above unemployment insurance, which amounted to 65 per cent of a worker's 40-hour pay, after taxes, for up to 39 weeks.

Later modifications added the Short Workweek Benefit. This ensured that if an individual worked less than the regular 40 hours a week because of company cutbacks, he would receive 80 per cent of his straight-time pay for the hours lost.

At the present time, workers laid off for a week or more receive 95 per cent of their normal pay after taxes, minus $7.50 for work-related expenses, such as lunches and transportation, that were not incurred. They can continue to receive this adjustment for a year, provided that they have at least two years seniority. Although a one-week qualification period is required before the individual can receive either unemployment insurance or the supplemental unemployment benefit, only a single week period is required in each fiscal year. Because most of the auto workers now affected were laid off in shut-downs during the model changeovers last July and August, they will be eligible immediately. Furthermore, each year a worker can receive new credits based on his seniority that can give up to another year of benefits if he is laid off. In the 1970 negotiations, the United Auto Workers will seek to improve this benefit to bring it closer still to be guaranteed annual wage concept.

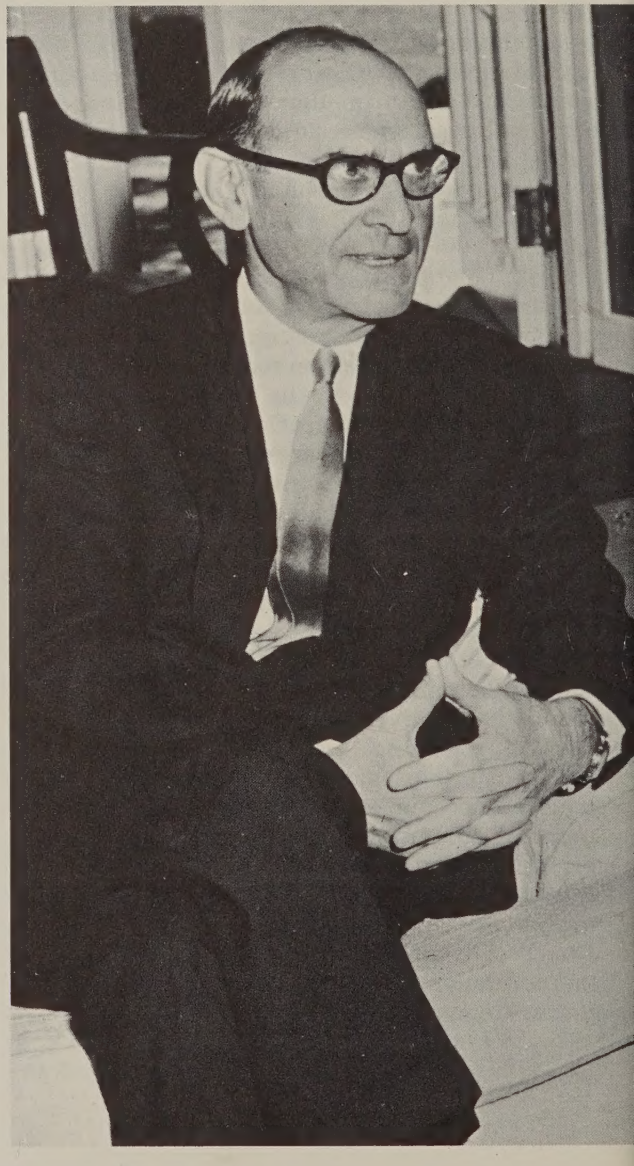
Labour relations around the world

■ **David A. Morse announced in February that he is resigning as Director-General of the International Labour Office, effective May 31, 1970.** His successor will be chosen by the ILO's Governing Body. Mr. Morse said that, while he has no immediate plans, he will be available in due course to resume public service at the international, national or local level. He plans to return to the United States to live (L. G., 1967, p. 350).

Mr. Morse was first elected Director-General in 1948, and his current term of office would have expired in 1973. His service is the longest of any head of an international agency. During his tenure, membership of the International Labour Organization has grown from 55 to 121 countries. Born in New York City in 1907, Mr. Morse is a graduate of Rutgers University and Harvard Law School. After a period of private law practice, he entered the U.S. government service in 1933.

■ **The World Confederation of Labour, the former International Federation of Christian Trade Unions, is celebrating its 50th anniversary this year.** Born in 1920, in opposition to socialist trade unionism in Europe, the IFCTU changed its name in 1968 to better reflect its non-sectarian image (L. G. Feb. 1969, p. 82).

At its 16th convention, held in Luxembourg in 1968, the WCL set as its aim to serve all workers of the world without discrimination as to race, creed, colour, or sex. Delegates agreed that the rights of individuals or groups must be ensured through the defence and protection of political, economic, and social interests as well as moral, spiritual and cultural interests.



David A. Morse

■ **Japanese married women are being actively wooed to return to work. The relatively untapped labour pool composed of 40- to 60-year-old married women is seen by the Japanese Economic Deliberation Council as the answer to an existing labour shortage** that is expected to grow increasingly critical in the next five years. Within this period, the number of 15- to 24-year-old workers is expected to decrease steadily, particularly as young women marry and retire to raise their families. Furthermore, 16,000,000 more workers will likely be required by 1975 to support the present economic growth rate of 10 per cent. The labour force has absorbed every man physically able to work. More people are needed and middle-aged mothers are available. At present, 7,500,000 women in this category are already employed—but mostly as domestics or farm workers. To successfully mould the available supply into an economic force, the Government will have to resolve three problems shared both by Japanese and Canadian women in this age-group: a need for vocational training; for adapting simple skills to complicated tasks by using means provided by the new technology; and for a workday suited to those with household commitments.

■ **Eleven countries repress trade unions, says a report by Amnesty International. The organization works for freedom of opinion and religion, and for the release of "prisoners of conscience," whom it defines as persons physically restrained from expressing any "honestly held opinion that does not advocate or use violence."**

The eleven countries accused in the report are: Greece, where 270 unions have been dissolved; USSR, where the interests of the worker and the party are deemed identical; Portugal, where strikes are illegal; Mexico, where there are government-controlled unions; Argentina, where the Government represses strikes, and where 100 union leaders are in prison; Indonesia, where the Government has imprisoned thousands of union members; Nepal, where "dozens of trade union officials" are in prison; Pakistan, where strikes are illegal; and South Africa, where only 3 per cent of the workers are union members. The report also mentions Tanzania, Uganda, Ghana, Kenya, Brazil and Gabon as countries that menace or have menaced union independence.

■ **Unemployment generally declined in the industrialized countries and prosperity revived in 1969. Statistical information received from developing countries remained sparse. But it did show that unemployment and underemployment continue to be widespread,** that the labour surplus is increasing, and that monetary difficulties in these countries are reflected in deteriorating terms

of trade that diminish further their already limited chances of creating enough productive jobs. These were the conclusions drawn from statistics compiled and published by the International Labour Office.

Data from some 110 countries and territories show that the rise in consumer prices continued in all parts of the world in 1969, especially in the industrialized countries. This rise was, in general, at a faster rate than in 1967 and 1968, particularly in the second half of 1969. In several industrialized countries, monetary difficulties expressed by devaluation of the French franc and revaluation of the Deutsche mark had the effect of accelerating the rise in consumer prices.

50 years ago

■ **Wrath over rents in the Maritimes, shell-outs for teachers on the Prairies, love and marriage and housing in Trail, B.C., violent death in the Ontario mining industry, another example of a man humiliated by "demon rum," and hands across the labour-management gap in Germany were some of the subjects recorded in the April 1920 Labour Gazette.**

■ **The annual convention of the New Brunswick Federation of Labour provided a social commentary on the times,** with resolutions on a multitude of topics. Amendments to the Factory Act were recommended: to forbid the hiring of children under sixteen; to legislate a maximum 58½-hour workweek; and to provide eating and dressing rooms, and separate toilets for males and females in factories.

Amendments to the Workmen's Compensation Act were approved. They included increases in allowances for funeral expenses to $100, an increase in widows' allowances to $30 per month, with an additional increase to $7.50 for each of their dependent children. The delegates insisted also that a company should be forced by the law to pay full compensation for an underage child killed in a company's employ.

Some of the demands sounded remarkably modern. Rent profiteering was decried. The delegates approved the fair rent bill submitted by the Amalgamated Labour Unions of Moncton; it provided for investigation of tenants' complaints by a board formed for the purpose. Also passed was a resolution that municipal councils be allowed to fix rents.

Teachers were spared a kind thought: The convention majority called for legislation to ensure that school teachers would be paid minimum living wages; they also backed the resolution that schools should be run on a continuous basis in each school district.

There were several odds and ends. One such proposal dreamed of a uniform system of sanitary plumbing based on modern standards. Another denounced the carrying of more than 12 passengers in an automobile.

■ **School boards were generously giving bonuses elsewhere—to compensate for an unforeseen, rapid rise in the cost of living.** The Regina Collegiate Board granted those earning over $2,000 a year a $250 bonus, and those earning less, an amount equal to 10 per cent of their annual income. In Brandon, Man., the school board gave $250 extra to those receiving the initial salary of $750, and $200 to all others.

■ **There wasn't enough housing to go around in Trail B.C.** Married employees of the Consolidated Mining and Smelting Company, however, were offered a unique system of financing if they were anxious to build their own homes. The company advanced 80 per cent of the cost of buying a property and erecting a house on the site, to a maximum loan of $2,000. The loan could be repaid over a four-, six- or eight-year period, with the borrower having the option to apply sums in multiples of $100 to reduce the principal at any time. At the borrower's request, the company would also supply building materials at cost, rather than the actual cash for the purchase of the same materials elsewhere at retail prices. Applicants were strongly urged to use a company-approved building plan. If they insisted on using their own design, the loan was contingent on approval by one of the company's inspectors.

■ **The April Labour Gazette contained a grim ode to carelessness—the death statistics for the mining industry in 1918 in Ontario.** In that year, there were 27 accidents in metallurgical works and quarries; 32 deaths were the by-product. Ten accidents underground resulted in 1 deaths; 4 men were killed on the surface at the mine sites, 12 at the metallurgical works and 5 at the quarries.

The highest number of deaths in or near the mines was n the nickel-copper mines, mainly because of explo- ives. Twenty of the 27 men killed in the mines or the netallurgical works could not speak English.

■ **The first duty of the Railroad Labour Board in the Jnited States was to settle a strike occasioned by the Board's formation.** The railways were returned to private ownership on March 1 of that year after two years of national control. By the Railroad Reorganization Act hat effected the transfer, a Board was created that vould hear appeals by management or labour on deci- ions by lower adjustment boards if the latter failed to come to a unanimous decision. Although the new Board vas to be the highest appeal authority under the Act, compulsory enforcement of the Board's decision was not formally written into the Act. "The force of public opin- on" was to be the effective instrument and not the law.

The Board itself was to be composed of three represen- atives of labour—the unions, which included 90 per cent of the railway workers in their membership, being de- ignated for the purpose, three representatives of the companies—the Association of Railway Executives being imilarly chosen—and three to represent the public. The J.S. President would make the final selections in each ase.

On March 2, a bipartisan conference was called for by President Wilson to deal with pending wage disputes before the new Board took office. The conference formed ts own wage board, which met on March 22. The dead- ock and ill feelings emanating from this board's ssembly, however, resulted in strikes by some of the unions involved and produced still greater entangle- nents for the Railroad Labour Board to unravel when t first met in April.

■ **A carload of liquor gone astray brought disgrace nd a considerable loss of pay for one conductor working or the Canadian Pacific Railway.** The liquor was stolen rom one car and transferred to another that was witched onto the conductor's train. The car was handled as if empty from Dunmore to Coaldale, where it was witched out, again as if empty. The conductor saw neither of his brakemen from that time until he went off duty at Lethbridge. The front brakeman had not, n fact, travelled beyond Coaldale, although the conduc- or turned in a trip ticket for him in Lethbridge. When he conductor was called to the superintendent's office ive days later, he had made no report about what had happened, although he was obviously aware of the crime by that time, if not before. He was therefore suspended without pay. More than a year later, the Canadian Railway Board of Adjustment ordered his reinstatement but withheld his pay as a just discipline for "gross negligence."

■ **In Germany, the Soviet plan for workers' councils put forward as an alternative by the Communists and the Independent Socialists was defeated, and the final German Workers' Council Law was passed in January.** The April Gazette discussed its content. "In order to protect the interests of the employees, workmen and clerks against the employer, and to help the employer in carrying out the purpose of his business . . ." workers' councils were to be formed in all factories with more than 20 employees. The size of these councils was to be directly proportional to the work force represented in each case. The Council was to consider all labour-management disputes and to do so in camera. The employer could attend those meetings summoned by him or those to which he was invited.

In stock companies, two representatives of the Council would sit on the board of directors. Although they had a seat, and a voice in the Board's affairs, however, they were not permitted to accept compensation beyond their expenses. Moreover, they were bound to silence on all confidential matters discussed. Each Workers' Council was to receive quarterly reports from the employer on the general condition of the firm. It was also to have access to his books to check on wages, salaries and "continuity of labour." Finally, a discharged employee could appeal to the Council, which could negotiate with the employer on his behalf. Political, religious or trade activity did not give grounds for dismissal.

Book reviews

White-Collar Bargaining Units Under the Ontario Labour Relations Act, by G. W. Reed; Industrial Relations Centre, Queen's University, Kingston, Ont.; 56 pages; $3.50.

In the past few decades, technological evolution and a related phenomenon, manpower revolution, have prompted a spectacular upsurge in the number of Canadians engaged in white-collar occupations. The shift from blue-collar to white-collar worlds has been nothing less than dramatic, with the latter sector now accounting for almost half of the Canadian work force.

As white-collar occupations continue to proliferate, mounting evidence suggests that white-collar personnel are edging into the trade union and collective bargaining area, formerly the privileged sanctum of blue-collar workers. The potential for organizational activity amon white-collar workers in this frontier is enormous, al though they are still not as heavily unionized as plan workers.

In order to contend with this burgeoning new force legislators have begun to gear their attention to th prickly problems associated with this new unionism particularly those of definition and delimitation. Out standing among these concerns is **How is the 'appropr ate' white-collar bargaining unit to be determined?** I response to this and other related questions, G. W. Reed Chairman of the Ontario Labour Relations Board, un dertook a serious examination of the concerns provoke by the emergent unionism, and his findings are presentl available in a booklet titled **White-Collar Bargainin Units.**

In his study, the author examines the relevant legislation, explores the principles and policies applied by the Ontario Labour Relations Board in determining appropriate white-collar bargaining units, and concludes with a cursory glimpse into the future and its potential issues. In a brief preamble to the text, Mr. Reed stresses that its chief raison d'être is to provide the industrial relations community with something that will ultimately be of pragmatic value.

Mr. Reed's initial step in this direction is to articulate the most central problems besetting legislators in their task of defining the appropriate white-collar unit. First of all, **should white-collar workers be placed in bargaining units along with other employees of the same employer, or should they be in separate units? Secondly, if they are separated, should the same union that represented or was the bargaining agent for other employees be permitted to represent the white-collar group?**

The Ontario Board's latest stance on the first issue is that, in the interests of all parties, office workers should be placed in a bargaining unit separate and apart from other employees, despite their preference for inclusion in a bargaining unit with the other employees. The second issue proved much more difficult and controversial, but the Board's most current ruling is that any union, whether a local or the parent, may be certified for both plant and office employees of the same employer provided that such union makes a separate application for each unit.

Mr. Reed passes from a consideration of the separation problem in certification proceedings to the situation that occurs when an employer voluntarily recognizes the union, and the parties enter into an agreement without prior certification. Under these conditions, a different principle holds sway: that is, the parties may include plant and white-collar workers in the same agreement.

A much graver issue has to be faced when one attempts to demarcate the boundaries of the white-collar group itself. **Is this group homogeneous from the standpoint of its appropriateness for collective bargaining, or is it more realistic to maintain that, within its ranks, a community of interest and a "functional coherence and interdependence" does not prevail?** After all, argues Mr. Reed, included in such a description are ordinary office workers, plant clericals, technical personnel, persons engaged in sales, administration, and finance, and professional and semi-professional people, all having varying interests and skills. What then is the appropriate bargaining unit or units for such persons?

The Board provides no steadfast answer to this question. It neither considers it feasible nor advisable to attempt to formulate rigid rules for application in determining an appropriate bargaining unit but prefers to deal with white-collar units on a case-by-case basis.

Further problem areas brought out for exposition and treatment by Mr. Reed revolve around the bargaining status of factory clericals, office cleaners, sales staff, technical personnel, professional employees, and "24-hour" employees (part-time employees), students, and management trainees, as well as around statutory exclusions pertaining to managerial and "confidential" personnel. Much progress has been made in defining the rights and prerogatives of these sundry white-collar types, although it appears that a "gray zone" of equivocation still remains.

Mr. Reed proposes the following as potential developments in the field of white-collar unionism: Demands for extension of collective bargaining to some professionals and to employees at the junior management and supervisory levels; a continuing reappraisal of the appropriateness of the office, clerical, and technical unit as the increasing number of technical employees will lead to demands for separate bargaining units for this class of employee; an attempt by the trade union movement to organize civil servants; and finally, demands for accessibility to wider bargaining unit, than exist at present.

By way of summary and conclusion, Mr. Reed proposes that **whatever the situation is in the future, it must be made clear that the determination of the appropriate white-collar unit will continue to grow more and more complex.** As all jurisdictions can expect an upsurge in organizational activities among white-collar workers, they must assist today in the quest for practical solutions to the problems that will arise tomorrow.

A new contract for the longshoremen

After having rejected three previous proposed contracts, the West Coast longshoremen finally ratified, on February 12, the latest settlement terms developed during their contract dispute with the Maritime Employers' Association of British Columbia.

After the second rejection of settlement terms in November 1969, officials of the International Longshoremen's and Warehousemen's Union suspended strike action for three months (L. G., Jan., p. 26). The membership had voted to return to work under a three-month extension of the old contract, in order to allow the union time to consider its position and to hold elections for its 1969-70 slate of officers.

After the elections, a new group of union negotiators met with the employers in January. Early in February, the representatives of both parties worked out a new settlement that extended the contract two and a half years from the date of signing—or three years from the expiration date of the old contract. The total wage increase over the term of the contract was $1.15 an hour.

The union presented the new settlement to its member ship on February 4, but it was again rejected—this tim by a narrow vote of 51 per cent against—and the strik began on February 5. The following day, federal medi ator W. P. Kelly brought the parties back to the bar gaining table, and Labour Minister Bryce Mackasey flew to Vancouver on February 6 to join in the negotiations With the Minister participating, mediation continued without a break throughout the weekend, and agreemen was reached in the early morning hours on Monday February 9.

The final settlement included the same wage increase as before: a total of $1.15 an hour, spread over the three-year term of the contract. Among the majo changes in the new collective agreement were: reductio of availability requirements in the wage guarantee rule inclusion of a greater number of employees under guar antee; modification in the basic size of the deep-sea shi gangs; and restrictions on shift extensions.

Another major change was the inclusion in the agree ment of specified gang sizes for special operations Under the agreements previously rejected, these specia operation gang sizes had been eliminated, with th understanding that the companies would use th

number of men they considered adequate, and that the union would have the right to grieve and submit the dispute to arbitration. **In the new agreement, the gang sizes for special operations are subject to change by negotiation.** If a disagreement arises in this area, the companies must take the dispute to arbitration; and the job arbitrator will rule on the basis of "all the men necessary and no unnecessary men."

After membership meetings had been held to discuss the proposed agreement, the ILWU conducted a referendum vote. With the exception of the membership in New Westminster, most of the locals were in favour of the settlement. The new contract was ratified by a majority of 55 per cent—and the West Coast ports resumed operations on Friday, February 13.

The dilemna at Québec ports

The appointment of a dock board is one of the main recommendations of Judge Arthur Smith whose Report of Inquiry into Certain Conditions, Conduct and Matters Giving Rise to Labour Unrest at the Ports of Montreal, Trois-Rivières and Québec, Qué., was released in February. Judge Smith was appointed to make the study in 1968 (L.G. 1968, p. 262).

In releasing the report, Minister of Labour Bryce Mackasey said: "The terms of reference of the Commission briefly stated, were related to conditions, conduct and matters not part of normal trade union activities, giving rise to labour unrest. These included such areas as pilferage, theft, and corruption. The terms of reference also included employer and business practices not part of or dealt with in collective bargaining, but giving rise to labour unrest. These included methods of dealing with cargo at the ports, the methods of exercising discipline, and the methods of maintaining a standard of good conduct."

The Commission began its work in the autumn of 1968 and gave its report to the Minister in October of 1969. The inquiry grew out of the settlement of the stoppage of work in 1966 that tied up the St. Lawrence River Ports for 38 days.

Mr. Mackasey continued: "It is encouraging to note that since the settlement of 1966, and more particularly since the recent three-year contract signed in April of last year, there has been a marked improvement in labour relations in the Port of Montreal. This year, there has been no time lost through illegal work stoppage, and the collective agreement is being respected to a much greater degree than in previous years due, in no small part, as a result of the work of Judge Alan Gold of Montreal, who acts as mediator and arbitrator of day-to-day problems on the port. We must note also the greater responsibility on the part of the various union locals involved as well as a serious effort on the part of management this year to deal with the unions through their newly formed Maritime Employers Association." Recently, the Canadian Importers Association indicated that the number of cases of pilferage reported were reduced from 400 to seven, indicating that certain measures introduced in recent years by the National Harbours Board are proving effective, Mr. Mackasey noted.

"I am also pleased to note that **many of the recommendations of the report have already been implemented. Nevertheless, it would be unfair to me to leave the impression that labour-management relations at the ports of Montreal, Trois-Rivières and Québec do not leave much to be desired . . .** While the Government will take no action on any of the recommendations until all parties concerned have had an opportunity to give consideration to the recommendations and have made known

heir views on these recommendations, it is my intention o implement as soon as possible those recommendaions which the Government thinks will improve industrial relations at the three ports regardless of what emporary disruptive effects these may have on certain groups of employers or unions."

The following is a summary of principal recommendations of the report:

That a Dock Board be appointed, composed of a chairman and two advisers appointed by the Minister of Labour. The Board's powers would include: supervision and discipline; registration and licensing of longshoremen; identification of persons having access to the ports; operation of hiring halls; arbitration; information and communication; instruction and training programs; promotion of labour-management consultation; authority to examine books of union and management; authority to enforce the collective agreements summarily;

hat a permanent joint planning committee of technical dvisers be established, on which labour and manage-

Judge Arthur Smith

ment would be represented, to study and forecast technological change and to plan for manpower adjustment;

that the Department of Labour provide its labour-management consultation service at the ports;

that, through a form of accreditation of employers, shipowners and shipping agents be excluded from the bargaining relationship, which would be carried on by the stevedoring companies and the longshoremen;

that the Canada Labour Relations Board be given the power to order the integration of local unions of the International Longshoremen's Association;

that the administration of the three ports be taken out of the hands of the National Harbours Board and placed in the hands of local harbour committees, with labour and management being represented on the committees under the chairmanship of a government representative with a casting vote;

that the National Harbours Board complete and improve steps for reorganization of port police forces, fencing of harbour property, establishment of marshalling yards, use of a new form of dock receipt, the establishment of a cargo loss bureau;

that the watching services of private employers at the ports be integrated with harbour police forces;

that the new procedures be adopted for the checking, sorting, and delivery of cargo;

that amendments be made to the National Harbours Board Act with respect to proof of ownership of cargo at the Port of Montreal; and

that by-laws of the National Harbours Board be enacted to prevent gambling, loan-sharking, and drinking on the waterfront.

Replying to the report, the National Harbours Board released a statement saying that it "agrees with most of the conclusions, suggestions and recommendations within current NHB jurisdiction, especially in view of the fact many of them, already acted upon, were based on internal NHB plans and studies submitted to the Commission by the Board. Many other plans were implemented during the course of the inquiry and still others were withheld pending the results of the inquiry.

"The Board, however, is astonished that the Commission did not report on the major points of alleged 'corruption, bribery and kickbacks' contained in its terms of reference, especially in view of the wide publicity given this area of the terms of reference at the time the then Minister of Labour, J. R. Nicholson, announced the Commission's appointment. At the same time the Smith Commission did not hesitate to go beyond its terms of reference in its statements on the type of port administration concerned with the management of St. Lawrence River ports."

The Board considered it unfortunate that the Commission report did not differentiate between the head office of the National Harbours Board and the local port managements, that have "always had the authority to take necessary actions or make recommendations on action to be taken."

This deficiency in the Smith Report, the Board said, will make it "virtually impossible for anyone not familiar with the direction, administration, and delegation of authority within the NHB to make the required distinction as to areas of responsibility between the Board and its port officers. Contrary to the Commission's report, local port management has had authority to take action in many areas covered by the report and within the National Harbours Board Act legislated by the Parliament of Canada. As a result of reports of increasing pilferage and theft and in the absence of proper action, the Board had to take initiative to improve the situation." The Board said that the Commission made little or no distinction in its findings whether allegations of criminality at the Port of Montreal occurred prior to or since the reorganization of the NHB police and security force. "The Inquiry report also appears to have completely ignored the fact that the Port of Montreal is located in an area that has suffered an unparalleled and spiralling crime rate in recent years. The concept of integrated terminal operations, designed to improve cargo-control systems in the ports, has been proposed by NHB head office for several years. However, again because of local reluctance at Montreal to accept change, NHB in Ottawa had to take the initiative by establishing its Terminal Operations Committee."

The Board said also that: **"Amendments to NHB by-laws covering gambling, intoxication, illegally conveying liquor, and provision for a 'pass system' for entry to NHB property have been under preparation for a long period and soon will be issued.**

"The Commission's recommendation to establish a 'local dock board' is within the competence of the Department of Labour. The Board considers this requires more study than the Smith Commission apparently has been able to give it. Some aspects of the recommendation could have application in most harbours under existing legislation. However, it would be fundamentally wrong for the same body to issue and revoke registrations and licences of private individuals while at the same time judging appeals from its own decisions.

"Hearings and appeals in the matter of criminal histories of individuals and their right to continue working on the waterfront might better be the responsibility of the Department of Labour or the National Parole Board in particular the latter, in view of the proposal to eradicate criminal records of individuals after proof of five years of good behavior following sentence. This will be the National Parole Board's responsibility if enacted by legislation which has been given first reading in the House of Commons."

Québec's new minimum wage

Québec has announced increases in minimum wage rates that will bring the general minimum wage to $1.50 an hour by November 1, 1971. In the process, a province-wide rate will replace the present two-zone system, under which the minimum is higher in the Greater Montreal area (Zone I) than in the rest of the province (Zone II). In addition, beginning May 1, 1970, a new overtime rate of double the minimum rate will be payable after 60 hours a week.

The ordinances governing service establishments and hotel trade establishments have also been reissued, with similar changes. Under these two ordinances, minimum wages will be increased to $1.35 and $1.30 an hour, respectively, as of November 1, 1971. Overtime rates will be payable after 48 hours a week, instead of after 54 hours.

The minimum wage increases are to go into effect in four steps. On May 1, 1970, the general rate for employees 18 years of age and over will be increased from $1.25 an hour in Zone I and $1.15 an hour in Zone II to $1.35 and $1.30. These will be further increased to $1.40 and $1.35 on November 1, 1970. On May 1, 1971, a province-wide rate of $1.45 will go into effect, which will be increased to $1.50 on November 1, 1971.

The minimum rate for service establishments will be raised from $1.10 an hour in Zone I and $1 an hour in Zone II to $1.20 and $1.15 on May 1; to $1.25 and $1.20 on November 1; to $1.30 on May 1, 1971; and to $1.35 on November 1, 1971.

On the same dates, the minimum wages established by the hotel trade establishments ordinance will be raised from $1.05 in Zone I and $1 in Zone II to $1.15 and $1.10; then to $1.20 and $1.15 followed by a province-wide rate of $1.25 an hour and, subsequently, by $1.30.

The rates for employees under 18 will be increased at the same time, and will at all times be 10 cents less than the adult rates established in each of the three ordinances. The present rates for young persons are $1.05 an hour and 95 cents an hour under the general ordinance, 85 cents and 80 cents in service establishments, and 95 cents and 90 cents in hotel trade establishments. After May 1, special rates will no longer be in force for probationary employees during their first 60 days of employment.

The maximum deductions that may be made for room and board will be increased from $15 a week to $17, as a result of raising the allowable deduction for accommodation provided by the employer from $3 a week to $5. The charge per meal remains unchanged at 60 cents.

All three ordinances include a table of overtime rates that are equivalent to one and one half times the minimum rate after 48 hours a week and double the minimum rate after 60 hours. At present, the general ordinance stipulates overtime pay of one and one half times the regular rate after 48 hours a week. In service establishments and hotel trade establishments, overtime of one and one half times the minimum rate is payable after 54 hours. Persons on fixed wages earning certain weekly minimum amounts will no longer be excluded from the overtime provisions. Watchmen and persons employed in fish processing and seasonal food processing, who presently are not entitled to overtime pay, will be entitled to double time after 60 hours.

In line with changes made in all recently reissued ordinances, **a weekly rest period of 24 consecutive hours must be granted to employees. Two 18-hour periods may no longer be substituted.**

After May 1, fewer types of employees will be completely excluded from the coverage of the ordinances. Several groups, particularly various categories of students, will be excluded only from the minimum wage, waiting period and call-in pay provisions. General Ordinance No. 4, 1970; Ordinance No. 5, 1970, Service Establishments; Ordinance No. 8, 1970, Hotel Trade Establishments; all gazetted January 1, 1970, effective from May 1, 1970.

The new initiative from Québec management

The following is Part 2 of an article on Le Conseil du Patronat du Québec, by Montreal journalist Claude Lemelin. It consists of an interview with Conseil President Charles Perrault.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Charles Perrault is an experienced businessman. He has been for several years General Manager of Casavant & Frères, Saint-Hyacinthe, Qué. But Mr. Perrault is also most familiar with the process of economic consultation—the growing number of advisory bodies that governments have set up in recent years to assist them in the difficult task of devising and implementing policies.

He was a member of the now-defunct Québec Economic Advisory Council, and of the Royal Commission of Enquiry on Taxation in the Province; and he currently sits on the Economic Council of Canada, the Advisory Council of the Federal Department of Trade and Commerce, and the Québec Advisory Council on Labour and Manpower. Mr. Perrault granted Montreal journalist Claude Lemelin the following interview on the orientation he plans to give Le Conseil du Patronat.

How do you foresee the role of Le Conseil du Patrona in the Québec economy?

This is obviously a new initiative in North Americ One should exercise caution in defining its role an future course of action, because we are feeling our wa in unknown territory, and because we expect reactio quite different from those observed in Europe, whe employers' councils have long been in existence. Th social and economic environment in North America, an above all the considerable influence of the United Stat on Canada, impose upon us constraints our Europea counterparts do not experience, and restrict us to le ambitious goals.

Le Conseil du Patronat is, however, an authentic man festation of employers, who felt the need to speak fro now on with a single voice; and this chiefly becaus they must cope today with the growing influence governments in a great many areas. Nowadays, whe public authorities intervene more than ever in such area as labour relations, economic development and educa tion, it is absolutely necessary that Le Conseil be ab to act in concert with the various economic agents—an management is the most important of these. The pr vailing organization of management did not facilita such joint action; the representative structures were fa too diverse. This complicated somewhat the operatio

of the Québec Government; and it regularly expressed its irritation and has called for a more efficient machinery for consultation. This machinery is now available in the guise of Le Conseil du Patronat.

But couldn't the existing organizations, such as the Manufacturers' Association or the Chambers of Commerce, have acted as management spokesmen with the Government?

They did to a certain extent, and sometimes very well. But the economic structure of Québec is very diversified. The manufacturing sector is responsible for only a little over a quarter of the overall economic activity. The Manufacturers' Association, to come back to your example, could not therefore represent the tertiary sector —the service industries—nor the greatest part of the primary sector.

As for Chambers of Commerce, their ambit is a very wide one, so wide that they think of themselves more as community organizations than employers' associations. They take in trade unionists, professionals, all kinds of people. In fact, Chambers of Commerce refuse the management label; they even purport not to be concerned with the promotion of employers' interests. So they couldn't solve the employers' problem of representation.

So Le Conseil du Patronat intends to be the employers' spokesman with Government. But spokesman for what? To prompt governments to adopt laws or programs that are more favourable to employers? Or rather to make them aware of the principles that, according to employers, should govern the organization of the economy and society at large? Or is Le Conseil ready to engage in more concrete negotiations with Governments and Trade Unions' Congresses? Of these three different functions (that of a pressure group, of interested counsel, of negotiator at the highest level), which one seems to you the most important?

Let us start with the function that appears to me the least important, that of bargaining agent. Le Conseil du Patronat does not intend at the moment to participate in negotiations at the provincial level, or even at

Charles Perrault

the level of industrial sectors. And this for many reasons—the main ones being the terribly open structure of the Québec economy, the fact that Québec firms operate in the Canadian common market, the very large number of decision-making centers located abroad. And this is not part of our tradition . . .

Therefore one might as well forget in Québec the kind of collective bargaining for the whole economy that is practised in Sweden . . .

I doubt that we will ever reach that point. It is much more likely that, in the coming years, we will witness an extension of bargaining by sector. It is already being practised in several industries—construction, furniture-and-shoe-making—through decrees and through the extension of collective bargaining. In other areas, we notice a bargaining system with a close approximation: trade unions negotiate a master contract with a firm, the main provisions of which are then incorporated into agreements negotiated with other firms in the same industry. It is true that, currently, many employers do not want to hear about bargaining by sector; but I think they will eventually feel a need for it. Le Conseil will then be able to lend a hand—without, however, being a direct participant.

One could at least envisage a centralization of the auxiliary services employers need to negotiate. I'm thinking, in particular, of a wage, price and productivity research bureau that would make basic data available to the firm.

This would be a very useful initiative, and we are planning something like it. Research is already being done, and statistics being gathered, in most industrial associations, and also in certain firms. We plan, first, to co-ordinate and make fuller use of what is being done, and then to fill the gaps we are sure to discover, so as to build up progressively the kind of data bank you are talking about. This would be both more efficient and less costly.

The ideal, of course, would be to create a source of statistical material that would be available to employers and unions alike, the accuracy of which would be questioned by neither party—in short, to extract from the bargaining field a statement of the problem and the facts involved.

But given that collective bargaining is out of the question, what is to be the main function of the CPQ?

It is undoubtedly the definition and representation before Government of the employers' position regarding the initiatives the latter may take—what you call the role of an interested counsel. In this respect, we intend to operate openly, through official rather than unofficial representations. This does not mean that in principle we will shy away from lobbying tactics. We are in a position to use the lobby and the notion is not repugnant to us.

But we would first like to exhaust all possibilities of joint action. This evidently implies that the unions will be willing to sit down with us; it also implies that the Government will be ready to accept the consensus that could appear between both parties, and settle the issue only when their respective positions are irreconcilable.

But surely you will admit that there are cases when the Government has loftier objectives to promote—objectives that go beyond the joint interests of employers and trade unions?

Naturally. After all, the Government represents the whole of society. What I deplore is that the Government in the field of labour relations as in other fields, often imposes legislation that is acceptable to neither party. And I'm particularly weary of precisely those situations where the positions of employers and unions would clash so violently that the Government would deem it necessary to impose a solution.

This is why the initial work of the Québec Advisory Council on Labour and Manpower (L.G., Feb., p. 115) deserves close scrutiny. This new institution should enable public authorities to bring out in the open any potential union-management consensus. The Advisory Council includes five union representatives and five employer representatives under a full-time president. A permanent secretariat has been set up to undertake the research work necessary to enlighten its discussions. It should be possible within the Council to exchange ideas, to define principles, to draft projects, to examine these from all angles, in order to fit them to our needs and thus arrive at a common attitude.

This is a valuable process, and it can yield effective results—provided that the activities of the Council are adequately planned, and provided also that both employer and union representatives can occasionally rise above their own narrowly defined interests, while keeping those they represent well-informed of their progress and themselves at least as well informed of sentiment at the grass-root level.

Some trade unionists, among them Claude Mérineau former secretary general for the Québec Federation of Labour, claim that the consensus you are talking about will be established only on rather marginal aspects of labour relations—that there will always be more or less irreducible opposition on fundamental issues. He concludes that the Government will always have to play the role of an umpire, and take over when discussions between employers and unions drag on. What do you think?

It is obviously a safe position, since it is the traditional position, based on the historical experience of union-managment relations in North America. I do not deny the necessity of final arbitration by the Government. But I hope that, by bringing together authorized spokesmen, by making available to them an efficient machinery for consultation, they will be able to avoid the traditional shoals of union-management relations by recasting them in a broader context, that of a joint search for the common good, beyond the narrow framework of reciprocal interests. This should be all the more possible because the unions, as well as the employers, have to

put up with the consequences of their disagreements, and the alternatives—sparring and fighting and lobbying and political manoeuvers—usually yield dismal results.

Will this not require from employers a generosity that has not come to them easily in the past?

Yes, I believe so. Besides, in our statement of principles on labour relations, we clearly condemn the ultra-conservatism, the rigid attitudes of a certain management. This is precisely one of our goals—to change for the better the attitudes of employers.

Yet, it has been feared that Le Conseil du Patronat might become the tool through which the employers—that is the privileged, the wealthy—would apply pressure on governments to maintain the status quo—or worse, pass reactionary laws.

I hope this will not be the case—and I'll certainly have a word to say on that—because, you see, what many employers criticize about the management image, is precisely the reactionary image. The most enlightened among them ardently wish that the attitude of employers in general could be more modern, more forward-looking. Many sit on the governing bodies of universities and hospitals, and on school boards, so they could not help but acquire the social concern that they have been unable, unfortunately thus far, to express and channel usefully. This is why management has regularly given the impression of resisting change, of being anchored in the status quo, of being against all kinds of innovation.

Is this not true with many employers?

Unfortunately yes—and in my capacity as chairman of the CPQ, I often come in contact with them. All I can say is that I do not share in their opinions; and the same goes for the best employers. I hope that we will be able to exert a strong enough leadership so that the attitudes projected by management as a whole will be dynamic and modern.

But the CPQ is a federation of industrial federations; the base of the movement is therefore very far from the top where you are yourself. What means do you have at your disposal to bring back into the fold a rebellious federation or member firm that would have dissociated itself from the positions adopted by the CPQ's majority?

I must confess that such a situation has not occurred yet. I have been comforted by the open-mindedness shown so far at meetings of the board of directors, where you find representatives of both big business—often foreign-owned—and smaller firms; and believe me, their approach, and even their interests, do not always coincide! In spite of that, we have been able so far to reach unanimous decisions on most of the questions we've examined; it did not always go smoothly, but it was much easier than I expected it to be at the outset.

But to come back to your question, I may say that, as the Government, the unions and the public come to recognize Le Conseil du Patronat as the authorized spokesman of employers, seek its opinions, and cooperate with it, it will become more and more difficult for a firm or a federation to rebel. First of all, they will get involved—they will be expected to be concerned with the common good. Then, the pressures of public opinion may prompt some to change their views, or at least to hush them up when they are opposed to those of the rest of management.

Some people have already criticized the CPQ for sticking to trifles, for adopting irrelevant positions. In your statement of principles of labour relations, for example, you recognize the legitimacy of trade unionism in society. Does this recognition not come so late as to lose all interest?

Perhaps, it's coming late, but it's still a step forward. Moreover, it's the first time in North America that a management association has officially recognized trade unions. In my opinion, this is not a trifle, especially if one considers that this statement was supported not only by big business, where trade unionism has penetrated long ago, but also by trade and industry sectors, where the rate of union organization is very low, and where one finds mainly small firms, traditionally opposed to unions.

Can one conclude that Le Conseil du Patronat favours the extension of trade unionism? After all, only about 35 per cent of Québec workers are unionized; in other

countries—Sweden, for example—the organization rate is much higher.

It is certainly not the role of the CPQ to organize non-unionized workers! But I do admit that, in certain sectors, unions are facing serious problems. If unions changed their attitude and behaviour, by the way, perhaps small employers would become less mistrustful of them. Union recruiting would be all the more easy.

Quite evidently, any piece of legislation that would modify the conditions of unionization would be very carefully studied by employers' representatives; this is precisely the type of initiative that would be brought to the attention of the Advisory Council on Labour and Manpower. Le Conseil du Patronat would be as open-minded as possible. But, I repeat, it is not our role to recruit union members—nor to create problems for the employers!

But would it not be simpler to state that, in every firm with more than 10 or 20 employees, there should be a union, and that's it? No more recruiting campaigns, no more certification procedures. Unions would be everywhere!

It would indeed be easy to solve all problems that way—by dictates. But I can foresee all kinds of difficulties. First of all, one would have to decide which union would organize which workers. And what would happen where a union already existed? The conflicts of jurisdiction, the inter-union rivalries would be multiplied tenfold.

Besides, I firmly believe that the usefulness and the efficiency of a union depend to a large extent on the energy it must exert to survive. If you consolidate the position of a union in an enterprise in such a way that it is no longer possible to get it out, it seems to me it could very easily become lazy, and that the quality

of the services rendered to its members would deteriorate.

Doesn't the Swedish experience go against what you are saying? Trade unionism has entered all sectors of the Swedish industry. Yet, the Swedish trade unions cannot be accused of ill-handling the interests of their members—nor of being lazy. On the contrary, they are perhaps the most modern, the most dynamic unions, in the world.

I don't believe that, even in Sweden, the unionization of enterprises is imposed by law; it derives, rather, from a social consensus. The very high rate of organization in the country reflects also the important role played by the confederation of workers—as well as the employers—in the economy. The Swedes have gradually set up an extraordinary system of labour relations where the Government hardly interferes—at least not in the way it does in North America.

Government intervention has been replaced by an extremely complex process of negotiations between employers and unions that leads to solutions acceptable to both parties, and which the Government has but to implement later on, if need be. Consequently, it is only natural that virtually all workers should want to take advantage of this system. Trade unionism has thus become in Sweden an essential social institution besides being an instrument for the promotion of its members. But this has been possible only because of the existence of a very stable equilibrium of forces between employers and unions.

Now that you mention it, didn't the establishment of Le Conseil du Patronat modify the equilibrium of forces in Québec? For, in the face of an organization that brings together the great majority of employers, one still finds three confederations, representing only about 35 per cent of the workers.

I don't know. I didn't consider the situation from this aspect. It seems to me, however, that to the extent to which unions take into account the interests of all wage earners, and not just their members, this situation should not cause any major problem. But the machinery could surely get bogged down should the unions adopt anti-social positions, as they did during the strike of the Montreal Transport Commission last year. It's certainly not by calling strikes at the expense of the smaller wage earners that unions will best serve their cause.

Economic development

Let's talk now about economic development policies, which also present a direct interest for employers. How do you conceive the role of Le Conseil du Patronat in this field?

I have very ambitious views on the subject. Management must play an active role in the development of economic policies in Québec. It must contribute something. It must throw in new ideas, suggestions that will enlighten the Government and get things moving—not just sulk or rant at the proposals of others. Not just make statements after—seldom before—every new piece of legislation, every budget, every white paper is tabled. What should be done? The first thing, in my opinion, is to turn away from the beaten track. **Come to think of it, management hardly ever puts forward any new ideas. Some crop up from time to time, but most of the time the image of management is pretty much like the one you were describing a while ago—against health insurance, against the Carter Report . . . against this, against that.**

In order to change this situation, some kind of "incubator" of new ideas on economic development will have to be set up within Le Conseil du Patronat. In other words, some research must be done, prospective research, and then a machinery set up to broadcast our findings throughout society. Then people will say: This is fantastic! And employers will be pleasantly surprised to find out that they, too, can propose innovations for the economy as a whole.

Consider the experience of American firms in ghettos, where they committed themselves to create 100,000 jobs a year from the hard-core unemployed—men who are so used to being unemployed that they had to be traced and brought out of their slums. It is a remarkable achievement, at least judging by first results. This socio-economic program was started, organized and carried out by management—and by very large firms, too. Henry Ford was the chief instigator of the project. It's an excellent example of the kind of initiative that,

quite often, only management can take, because it has the necessary expertise or some other advantage over Government. In this case, the Government could not have reached the unemployed involved, because the latter were suspicious.

But, more correctly, what initiatives could Le Conseil du Patronat take to accelerate the growth of the Québec economy and thus help achieve full employment? In this respect, shouldn't the employers, collectively and even individually, reappraise their social behaviour? It has often been said that Québec firms have invested less in 1969 than they could have, because of what is called the "political instability" of Québec. Shouldn't the CPQ try to reverse this trend?

Certainly. I am personally convinced that certain investments have not been made, or have been delayed, because the future that was foreseen by the firms involved was too uncertain. Obviously, we must look into this problem, because it is urgent to stimulate investment in Québec. But quite frankly, I do not really know how. It seems to me that, in any case, it would be advisable to mobilize the savings that are piling up in the Caisses Populaires, so that they might make a greater contribution to the financing of economic expansion in the Province.

I would also like to see the businessmen participate in drawing up and carrying out regional development programs. Their lack of interest in this area nowadays is incredible! What does the average businessman know about the economy of his region? What does he know about its future, its potential development? What has he done to achieve it? More often than not, he has tried to obtain for his region advantages that could not be granted to it directly, or he has entertained about its future development ambitions that belong more to the realm of myth than to the world of reality.

Shouldn't the specific function of employers be to bring government projects back on the track of efficiency and profitability in social terms?

Let us say that, with the creation of the federal Department of Regional Economic Expansion, we are entering a new era. Let us hope that the Québec initiatives in this field will be closely tied to those of Ottawa. Le Conseil du Patronat can certainly play some kind of role—still to be determined—according to the means it has at its disposal. It must at least favour for Québec a certain decentralization of the economy that would take into account the economic future of the various regions. One must be very careful in this respect. Obviously, there are regions in Québec that should be strongly stimulated; but the same could not apply to the Lower St. Lawrence and Gaspé areas, where the possibilities are limited.

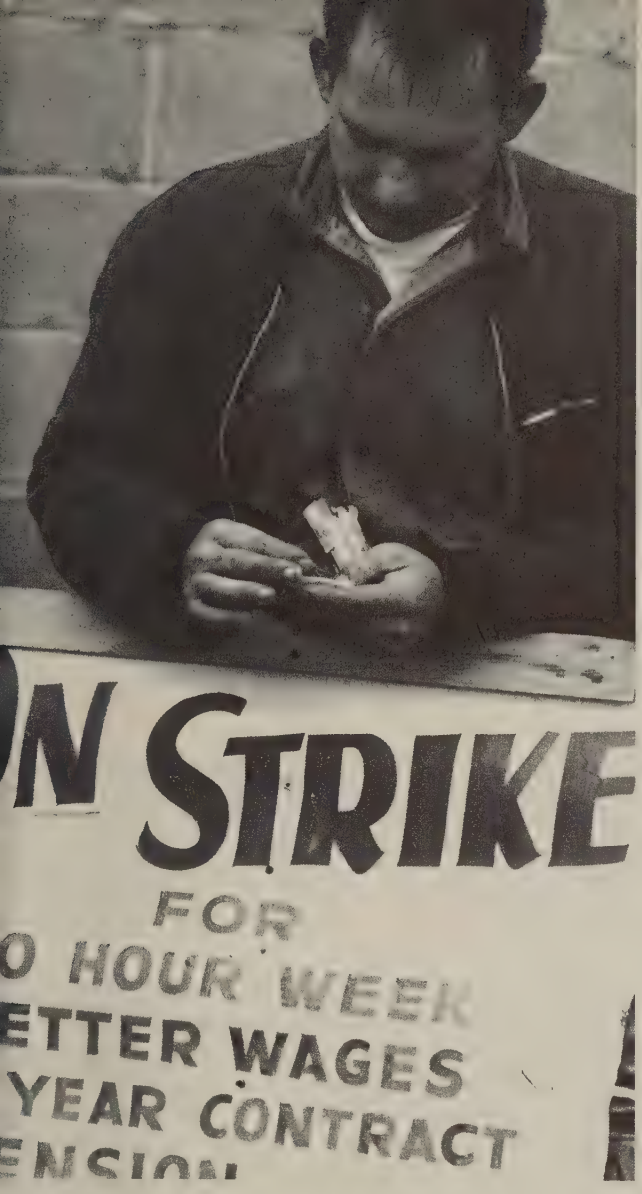
Could the lack of economic development in Québec not be ascribed in part to its managers, who are mainly businessmen and very seldom entrepreneurs or innovators?

No doubt the spirit of enterprise is spread rather thinly in Québec. But one also notices a lack of good administrators, of good managers, who can operate an enterprise efficiently. Not necessarily those who have genius-type ideas, or who succeed in increasing their business tenfold within three years, but those who are able to take over a declining business and restore it to its previous condition, or to merge two firms that were going their mousy little way and improve their performance. In short, men who know how to inject life into their business by applying good management principles.

What could be done to obtain business managers of this calibre?

A greater number and better quality of candidates should be attracted into business schools. As for entrepreneurs, it is unlikely that we shall get them from universities. The spirit of enterprise is the expression of the personal qualities of the individual. One can create a climate favourable to the sprouting and blossoming forth of an entrepreneur, but he cannot be trained. You may become a good businessman, but you have to be born an entrepreneur.

But to ensure improvement of the management of Québec firms, should we have to wait for the universities to train a new generation of businessmen? There is a lot of talk today about the retraining of workers. Should we not think also about retraining managers?



There already exist many well-structured programs for the training of management—among others, those of the Centre des dirigeants d'entreprise—which are carried out with the co-operation of the Québec Government. No doubt businessmen who have never learned management techniques must be retrained. Even those who have the most marvellous diplomas should constantly improve themselves and learn about the new methods and systems that regularly come forward.

But if one looks more closely at the situation of the small Québec businessman, does it not become apparent that he should first be made to realize the advantages of recapitalizations and mergers, and of all those organizational techniques that increase the potential growth of firms?

This is one of the first problems Le Conseil du Patronat has looked into. I myself made a casual study of mergers for small and middle-sized firms; I gathered information necessary for setting up a research project which, I hope, will give us some of the elements required for a solution. I was also able to consult a French expert, Robert Holtz, who explained to me the functioning of community services agencies for small firms. This is a formula that should be explored carefully, at least for certain sectors of the Québec economy. But it is not a miracle solution, because it seems adapted mainly to the situation of very small enterprises, whereas when we talk of business mergers in Québec, what we have in mind most of the time are those establishments that have already reached a certain size.

One last question. Québec is currently the only Province in Canada to have an employers' federation. Would you wish this formula extended to other regions of the country? Could we think about the eventual establishment in Canada of a national council—a body composed of provincial councils formed by federations of employer associations?

I would hope so. You know, a certain number of employers have already made a few years ago a project study on the opportunity of ensuring nation-wide representation of employers. They concluded that, given the primacy of the provinces in fields like labour relations, natural resources and taxation, it would not be useful to set up a single national organization. All initiative in this field would thus have to be structured on a provincial basis.

When we organized Le Conseil du Patronat in Québec, we got in touch with those employers. Their reaction was positive, because the formula we had retained was in agreement with their conclusions. Should the Québec experience prove valuable, I think that it will give rise to similar initiatives in other provinces. It might be possible eventually to get all Canadian employers into a single organization for those occasions when representations have to be made to the central Government on questions of national concern.

New forms of income distribution

Who is eating high off the hog? According to the Ontario Federation of Labour, not the 20 per cent of Canadians who live in poverty conditions nor the other 20 per cent who live on the verge of poverty—the large majority of them hard-working, responsible citizens. In fact, if you're one of those people who adopt prototypes of the poor as a collection of lazy, dissipated spongers then the admonishment seems to be that it's high time to reappraise your thinking.

In line with this attempt, and their ultimate goal of redressing the imbalance between the haves and the have-nots, the OFL is campaigning for an overhaul of Canada's social security system as their program for Citizenship Month, February 1970. The theme of this campaign is the need to institute a guaranteed annual income program in Canada so that wealth will be more equitably distributed.

"Guaranteed income is not simply more of that free stuff," argues Gordon McCaffrey, citing Prime Minister Trudeau's reference to public welfare assistance. **"It is neither a panacea nor a pipedream."** Mr. McCaffrey, the Assistant Director of the CLC's Legislation Department, says that, **"It is just another one of the useful tools moving us closer to our goal of equal opportunity and the development of each person toward his own life goal."**

Addressing a January conference on "New Social Policy for Canada," sponsored by the Ontario Federation of Labour, Mr. McCaffrey dealt with the key questions raised by the subject of guaranteed income and its potential place in Canadian social policy. He said that most guaranteed income proposals are variations of the negative income approach advanced by Milton Friedman, a Chicago economist. According to the Friedman formula, a family with an income below the official poverty line would receive an income supplement based on a percentage of the difference between its income and the poverty line. The OFL supports a negative income tax program as the optimum path to the elimination of poverty.

In response to the question of why guaranteed income plans have been proposed in the first place, Mr. McCaffrey answered that **there are those who fear that massive unemployment will come with increasing technological change, automation, and cybernation and that the only way to relieve the resulting burden on the individual and society will be to embark on radically new forms of income distribution.** At the other extreme are those who believe that guaranteed income would simplify public welfare operations and enable the state to absolve itself of responsibility by punching the appropriate buttons on the computer.

A more controversial issue is raised when one attempts to designate the would-be recipients of guaranteed income. Mr. McCaffrey asserted that the majority of recipients would be those who work, or work when they can. In other words, the working poor would be the principal benefactors of any guaranteed income plan.

A further variation on the conference's theme was provided by Moses Mackay, a welfare specialist from the Labour Council of Metro Toronto. Mr. Mackay was highly critical of the lip-service paid to welfare needs and to the lack of effective action over the years to provide relief to many who, for one reason or another, suffer from substandard incomes. He attacked those who, he said, seek to pauperize welfare recipients and who equivocate on poverty matters with unperturbed complacency.

The obscenities that nauseate Mr. Mackay are not nude pictures or four-letter words. **"The obscenities of our times," he affirms, "are dirty, filthy buildings used as shelters for welfare cases and low-income families at exorbitant rates; old people needing care and drugs they can't afford; young people and low-income groups refused dental care because they are poor; widespread hunger and poverty in one of the most wealthy countries on the face of the earth."**

Strikes and the public employee

hree different methods of settling disputes in the federal ublic Service were examined at the triennial convention the Public Service Alliance of Canada, held at Toronto January.

laude Edwards, President of the 130,000-member fed-al employees' union, said that his high hopes for an most exclusive use of arbitration as the last stage of spute settlement were fading, and that union members ould prepare to choose the strike option more fre-uently in the future.

r. John Crispo, Director of the Industrial Relations entre, University of Toronto, told the convention: **"The rike is an indispensable part of our collective bargaining stem. It is the threat of a strike or lockout—or the rike or lockout itself—that enables the system to func-on. Compulsory arbitration won't work,"** he declared. Who is going to play God? On what basis are these dividuals to play God?" He noted that there is a sinclination to bargain when it is known that the ecisions can be left to an arbitrator.

r. Crispo admitted that compulsory arbitration might e appropriately used on an ad hoc basis as a last resort hen other procedures had failed, and when the safety the public was being jeopardized by the threat of strike.

cob Finkelman, Q.C., Chairman of the Public Service aff Relations Board, upheld the effectiveness of arbi-ation. His 30 years of experience with the process had nvinced him that **arbitration will work as well as any her system, "given the proper auspices and a favourable imate."** Mr. Finkelman said that a successful experi-nce with arbitration in the federal Public Service would ave "tremendous repercussions on industrial relations gislation throughout Canada."

Although Mr. Edwards does not detect any eagerness on the part of government employees to use strike action to disrupt important public services, **he accepts the necessity of being prepared to take strike action to resolve more bargaining stalemates in the future.** Under the Public Service Staff Relations Act, each bargaining unit has the discretion before each new round of negotiations of deciding whether it will choose arbitration or strike action as the final step in resolving matters in dispute between it and Treasury Board, which is the general manager and "employer" for the Government of Canada.

He criticized the "spokesmen for various organizations" who, while deploring any interference with the rights of their membership, at the same time "constantly deplore the granting of the right to strike to public employees." He observed that these spokesmen could offer no tangible alternative to the right to strike that exists in a free collective bargaining system.

Denial of the right to strike to federal employees would not prevent strikes if the settlements obtained by compulsory arbitration or other means were unfair and inequitable, Mr. Edwards continued. The Public Service Alliance had found that, in every application for arbitration, Treasury Board had withdrawn its agreement on most of the issues that were not arbitrable under the legislation and on all issues that were arbitrable. This suggested that Treasury Board was using the public service bargaining units' choice of arbitration as a means of dispute settlement to force employees into accepting terms of settlement without submitting them to arbitration.

Mr. Finkelman reminded the delegates that the Public Service Staff Relations Act had made it possible for almost 100 per cent of the federal public employees to become members of certified collective bargaining units, and that this membership included large numbers of white-collar workers, professionals and supervisors whose opposite members in the private sector are either difficult to organize or are prevented by legislation from taking part in collective bargaining. This was one of the facts that should be used to assess the relative success of the collective bargaining legislation of the federal Public Service, Mr. Finkelman emphasized. Another point to be remembered, he said, was that, for the 77 agreements reached with Treasury Board by the end of 1969, the average time that had elapsed between certification and the signing of an agreement was slightly over three months.

For the many public service bargaining units that don't have the strength to make a strike effective, final and binding arbitration is "a pretty valuable alternative," said Mr. Finkelman. From the employer's standpoint, the placing of a limitation on the number of matters that could be brought before arbitration was understandable. He postulated that, having accepted collective bargaining and the principle that through arbitration a third party could produce a final decision that would have to be accepted, the federal Government would be reluctant to give the third party unlimited authority to decide all questions pertaining to the government's relationship with its employees.

Other business

An emergency fund to provide a financial reserve for strikes and costly arbitration proceedings is being set up by the Public Service Alliance of Canada (L. G. 1967, p. 88). Income for the fund will be provided from a $1-a-month increase in dues for the 130,000 members of the public service union.

Approval for the fund and the increase in dues came at the PSAC's triennial convention in Toronto in late January, when 249 delegates gathered to consider what changes in the policy and organization of their staff association were required after three years experience with collective bargaining in the federal Public Service.

The Public Service Alliance of Canada came into being in November, 1966 when the Civil Service Federation, comprising 14 national departmental employee associations merged with the Civil Service Association of Canada to become what is now the third largest union in Canada.

Although the PSAC is incontestably the bargaining agent for all federal occupational groups for which it has been certified, distribution of responsibilities between the central organization and its 14 components has been the result of internal compromise, and lacks the clear and precise definition of the source of power and authority.

The issue was presented forcibly to the delegates in the report by President Claude Edwards at the opening session. **"Regardless of the division of powers and responsibilities, this is just one organization," Mr. Edwards said. "If the Alliance is to be something other than a parcel of Balkan states, its members must develop and act upon a primary loyalty to their national organization."**

Mr. Edwards advocated more control and direction from the centre over the Components, their paid staff, and their executives. Mr. Edwards also called for measures that would provide for more centralized discipline within the PSAC, measures that would ensure "that unprincipled individuals or vociferous undisciplined minorities are restrained from undoing or frustrating the wishes of the majority." Within the PSAC, spokesmen for various factions had attacked each other with "ill-conceived, untrue, defamatory statements," and others, with neither authority nor responsibility, had issued press releases conflicting with established union policies. Officers of local unions recently had arranged mass protest demonstrations without consulting with their parent components or the PSAC and, on one occasion, had urged their members to stage a wildcat strike with the argument that such a strike would have been legal under the terms of the Public Service Staff Relations Act.

The convention responded to the President's appeal by endorsing a Code of Discipline that is incorporated in the amended PSAC constitution. It allows the union's national board of directors to suspend or expel any officer or member of the Alliance, a Component, a local union or an area council for contravening the PSAC constitution or a Component's by-laws. Any member suspended or expelled will be prohibited from holding any union office for up to five years.

A new section to the constitution enumerates the 13 offences for which the penalty will be imposed. These offences previously were enumerated only in the by-laws enforced by components.

The convention approved a budget providing for estimated expenditures of $11,745,500 in the three-year period 1970-72. The greater part of the five-day convention was spent on the 131 resolutions dealing with amendments to the PSAC constitution. Only once did the delegates produce the two-thirds majority vote required to decide a constitutional issue.

The resolutions committee recommended that the definition of the form of organization be changed from a statement that the PSAC is composed "of all Components" to a new section stating that the PSAC consists of the "members of all Components." Despite a plea by President Edwards, **the delegates amended and passed the motion defining the PSAC as being composed of "Components and their members."**

W. A. Thivierge Claude Edwards William Doherty

Mr. Edwards was re-elected President by a vote of 195-36, the only other nominee being A. J. Stewart, of the Supply and Services Union. William Doherty, formerly PSAC vice-president, Component Affairs, was elected first Vice-President on the second ballot, defeating Ken Green, National Secretary-Treasurer of the Union of National Defence Employees, and E. C. Fortier, President of the Economic Security Employees' National Association. James Wyllie, who has served, like Mr. Doherty, as a national vice-president since 1967, was elected second Vice-President. A. I. Stewart, National President of the Agriculture Union, was elected third Vice-President, and R. J. Prud'homme, a Manpower and Immigration Department administrator from Montreal, and an ESENA delegate at the convention, was elected fourth Vice-President.

Five national directors, who are not full-time paid executive officers of the PSAC, were elected to represent Québec, Ontario, the Atlantic Provinces, the Prairie Provinces, British Columbia, the Yukon and the Northwest Territories. A sixth will be elected later to represent PSAC members who are serving in the federal Public Service outside Canada.

Trusteeship not the answer

"Did it ever occur to you before that although your company may be completely solvent you may ... find yourselves working for a trustee appointed by the Government of Canada?" asked Judge John Parker, Chairman of the B.C. Mediation Commission, in a recent Vancouver speech. Judge Parker was referring to a statement by Labour Minister Bryce Mackasey at the Harrison Hot Springs Liberal Policy Conference, in which he attacked the common disregard of labour and management for the public and avowed that the Government was prepared to use drastic measures to curtail long-term strikes or lockouts that seriously impaired the public interest.

"I take it from Mr. Mackasey's recent statements that he is dissatisfied with the federal legislation and now contemplates changes that will involve a trusteeship of both the union and company affairs. We should ask ourselves what this could mean. Supposing that banks, which come under federal jurisdiction, become unionized and the union and the banks are unable to agree upon terms of a collective bargaining contract. Does this mean that the Government of Canada would then run the Canadian banks and also run the banker's union?"

The reactions to such legislation are already well-known to Judge Parker. The Commission he heads was established by the controversial Bill 33, that was strongly opposed at the time and continues to be opposed by the province's New Democratic Party and labour. (L. G. 1968, p. 392; p. 699).

One year after the B.C. Mediation Commission obtained its full powers, Judge Parker could answer some of the criticism by a review of the Commission's activities. Only in two cases had the cabinet ordered compulsory arbitration by the Commission—both instances where police unions had been unable to come to an agreement with the municipalities they served. Moreover, no hearing was ever held, and renegotiation produced agreement. Although Leslie Peterson, B.C. Minister of Labour, threatened to have the Commission intervene in the oil refinery strike, such action proved unnecessary. The one hearing in connection with this strike was held voluntarily, and the decision was not binding on any of the parties; yet, the terms were eventually used to produce satisfactory contracts not only in British Columbia bu across Canada, Judge Parker noted.

Referring again to Mr. Mackasey's statement, Judg Parker asked **"If such trusteeships were imposed hov would these government-appointed trustees negotiate collective bargaining agreement, and what skills and ex perience would these people bring to the problem an for how many years would the trusteeships continue?"**

In B.C., the Mediation Commission has produced workable system employing skilled negotiators, he said "Essentially the Act gives employers and unions muc greater freedom than they had enjoyed earlier in Britis Columbia, and greater freedom than they currentl have in other Canadian jurisdictions." If a contract ha expired, if ten days bargaining have produced no agree ment, and 72 hours notice has been given, a strike o lockout can proceed without the interference of a thir party. If either side in the dispute requests the assistanc of a mediation officer, no work stoppage can occur whil he is at work. If the differences between two partie cannot be resolved, the mediation officer makes a repor to this effect to the Commission; once copies of th report are received by the parties concerned, a wor stoppage can commence immediately, unless a hearin is requested or is ordered by the Commission. The usua practice is for the Commission to await a request fo a hearing.

"The situation in British Columbia is that a mediatio officer is available to assist the parties, but they ar completely free to settle their own dispute in their ow way without interference, if that is what they choos to do." The only overall restriction provided by Bill 3 is, of course, Cabinet intervention. Notably, 194 of th 289 appointments made by the Commission in its firs year were made at the request of the unions.

The effectiveness of the Commission is hard to estimate Judge Parker admitted. "We are too young yet to hav either failed or succeeded. The fact is, however, that i has been a relatively good year for British Columbia i the industrial relations field." On a per capita basis, 3 per cent less man-days were lost through strikes o lockouts than the national average. On the basis of th number of persons employed in activities under provin cial jurisdiction, the percentage of time lost in the prov ince was 40 per cent less than the national average.

In fairness and effectiveness, Judge Parker declared the legislation now in effect in British Columbia wa superior to existing federal laws. As far as Mr. Macka sey's proposal was concerned, he urged a realistic com parison in which the facts would speak for themselves.

Five times too many unions

Two thirds of Canada's organized workers belong to international unions. What effect has this U.S. influence had on the development and growth of the Canadian labour movement? The following is a brief analysis of this influence by Ed Finn, Director of Research, Canadian Brotherhood of Railway, Transport and General Workers.

U.S. influence on the Canadian labour movement is much less pervasive than the American control of business subsidiaries in Canada. Most branches of American unions enjoy full autonomy in the field of collective bargaining. Their autonomy in other areas, unfortunately, is not so great, varying widely according to the nature and size of the various Canadian segments. Only about 20 of the 96 internationals with branches in Canada have set up distinctive Canadian operations equipped to provide their Canadian members with the kind of servicing that is suited to Canadian needs. Fewer still give their Canadian members full control over the election of their top Canadian officers.

Unquestionably, the most detrimental effect of Americanization is the fragmentation of the Canadian labour movement. There are five times too many unions in Canada for the number of organized workers—a proliferation that has occurred, and is perpetuated, because the structure of a labour movement in a much more populous country has been imposed haphazardly on a nation with a work force less than one tenth as large.

Small, weak unions cannot represent and service their members adequately. The answer is to create fewer and larger unions through the process of merger. A consolidation of this kind is urgently needed, but the hitch is that the Canadian branches of American unions have no authority to join together. Mergers can come about only if the parent unions first merge in the U.S., as happened with the Steelworkers and the Mine, Mill and Smelter Workers. The only mergers that have occurred so far—apart from those between purely national unions—have been those initiated in the U.S. **In other words, they happen only when they are considered advantageous to the American parent unions.**

Prof. John Crispo said in his definitive book "International Unionism" (L. G. 1967, p. 298), "It is safe to conclude that the Canadian labour movement would have done more to reorganize and consolidate its structure had it not been for the presence of international unions."

There are valid historical reasons for the establishment and growth of international unions in this country. Most of them are the freely chosen bargaining agents of Canadian workers. The chief concern should be to assure that the Canadian members of American unions enjoy certain minimum standards and services.

In my opinion, these standards require the implementation in Canada of five proposals, four of which are suggested by the Woods Task Force on Labour Relations. (L. G., May 1969, p. 269). I would summarize them as follows:

Canadian sections of international unions should have the right to initiate and consummate mergers with other unions in Canada; there should be a central Canadian office authorized to speak for the union in this country; the Canadian membership should elect the top Canadian officers, either directly by a referendum vote or indirectly by representative convention or caucus vote; there should be a Canadian policy conference empowered to deal effectively with the union's affairs in this country; a competent staff should be available to serve the special needs of Canadian members.

Apart from the first condition related to the right to merge, most of the larger industrial internationals already measure up to the Woods Report criteria. Of those that do not, the majority of their Canadian officers would probably favour having such objectives.

(The preceding was taken from a discussion paper presented by Mr. Finn at the 1969 New Democratic Party Convention.)

Provincial social assistance legislation in 1968 and 1969

From January 1, 1968 to December 31, 1969, there were a number of important changes in provincial assistance programs as a result of new legislation or amendments to existing Acts or regulations. Some of the major changes are summarized below.

Newfoundland

Amendments to Newfoundland's Social Assistance Act and regulations introduced some administrative changes and amended certain allowances for recipients of long-term assistance and some provisions relating to short-term aid. A 1969 amendment to the Social Assistance Act, proclaimed in force August 5, 1969, provided for a decentralized administrative structure to replace the Social Assistance Board. The responsibility for administration is now vested in the Director of Social Assistance. Provision is made for up to five regional administrators appointed by the Lieutenant Governor-in-Council, each of whom is to be responsible for the administration of social assistance in the area assigned to him by the Minister of Public Welfare.

Two changes were made in allowances for recipients of long-term assistance, one being that the allowance for household maintenance and utilities for homeowners was extended to persons living in rented houses or apartments. This allowance—$20 for single adults, $25 for heads of families—was made payable to heads of families by a regulation gazetted March 19, 1968, and to single adults by a regulation effective August 1, 1968. A further amendment to the Social Assistance Regulations raised the board rate for an adult living with relatives from $50 to $60 a month, effective January 1, 1969. The amount of income permitted employable persons during the 30 days prior to applying for short-term assistance was reduced, effective April 8, 1968. The new amounts, lower than those set in April 1967 but higher than those in effect prior to that date, are a follows: $75 for a single person, $115 for a family o two, and $135 for a family of three, plus $20 for eac person in excess of three.

Prince Edward Island

During this period, the Welfare Assistance Regulation of Prince Edward Island were amended with respect t liquid assets permitted welfare recipients and to renta allowances. Eligibility was broadened as a result of a amendment gazetted February 15, 1969 and later mad retroactive to April 1, 1968, raising the amount of allow able liquid assets from $500 to $750 per recipient an from $1,000 to $1,500 per family. The maximum month ly rental allowance in urban areas was raised from $6 to $80 by a regulation gazetted August 2, 1969.

Nova Scotia

The major changes in Nova Scotia during this two-yea period were the amalgamation of the federal-provincia program for the disabled with the provincial assistanc program for needy families and individuals, the extensio of provincial assistance to dependent fathers with depen dent children and to widows and unmarried women 6 to 65 years, increases in maximum monthly allowance for families, and the authorization of an additional a lowance for diabetics.

The amalgamation of all assistance to the disabled unde one program was authorized by an amendment of th Social Assistance Act enacted in 1968 and proclaime in force June 1, 1969. It added a new part, part 1A entitled "Provincial Assistance", that provides for assis tance to persons who had been receiving allowance under the Disabled Persons' Allowances Act and t persons formerly aided under Part 1 of the Act, tha is needy mothers, foster parents, and disabled person

who could not qualify for the categorical allowance. Applications under the Disabled Persons' Allowances Act were discontinued and persons receiving allowances under that Act or under Part 1 were transferred to Part 1A if they were eligible, but those whose benefits would be reduced were not transferred.

The new Part 1A also extended coverage to fathers with dependent children who are unemployable by reason of physical or mental disability and who live with the mother of their children; or who are widowed; or whose wives have deserted them; or whose wives are in a prison, a hospital, or other institution. Previously, the Act provided for allowances to a mother with a disabled husband and permitted payments to be made to the husband when she was temporarily absent from the home.

In the revised ProvinciaL Assistance Regulations, effective July 1, 1969, provincial aid was extended to an "unemployable person." This covers a needy woman 60 to 65 years of age who is unmarried, widowed, or who is deserted or is divorced and is not receiving support from her former spouse, who is not living as the wife of another man and who, in the opinion of the Director of Public Assistance, is unemployable by reason of age, infirmity, lack of skills, or job opportunities in her area.

These regulations also provide that all provincial assistance is to be based on 100 per cent of the budget deficit, subject to the monthly limitations specified for various categories. Formerly, assistance to disabled persons was based on 100 per cent of the budget deficit and aid to needy families on 70 per cent of the budget deficit.

The maximum payable to disabled persons 18 years and over who are not receiving the old age pension, other than women 60-65 years, is $100 a month, the rate set in December 1968. Needy women 60 to 65 years may receive up to $75 a month but any allowance for clothing or miscellaneous essentials must be excluded when calculating their budget deficit. The maximum payable to persons 65 years and over who did not qualify for the old age pension is $100 a month. The maximum montly allowance to any family receiving provincial assistance has been increased from $150 to $175. If further need exists, the municipality may provide supplementary aid.

The Diabetic Assistance Regulations of August 15, 1969, under the Social Assistance Act, provide that the Nova Scotia Department of Public Welfare may grant assistance to needy diabetics in the form of payment for drugs and test materials prescribed by a physician if they meet the prescribed needs test. Previously, assistance to diabetics was granted by the Department of Health on a means test basis.

New Brunswick

In the period under review, New Brunswick made a number of administrative changes and issued new regulations under the Social Welfare Act respecting health services for welfare recipients.

The first administrative change occurred in 1968 when the Department of Health and Welfare was created from the former Department of Health and the Department of Youth and Welfare by an amendment to the Executive Council Act and consequential changes in the Social Welfare Act. The second development was the establishmment of two advisory committees—the Pharmaceutical Advisory Committee, which was authorized by a regulation under the Social Welfare Act gazetted January 8, 1969 and effective December 13, 1968, and the Dental Advisory Committee, which was established by a regulation gazetted May 28, 1969 and effective May 12. Each Committee is composed of three representatives of the respective professional Society chosen by the Minister of Health and Welfare from nominees submitted by that Society and two persons from the Department of Health And Welfare, one of whom acts as chairman and the other as secretary. The role of the Committees is primarily an advisory one.

The regulations gazetted in May 1969 also require welfare recipients to pay "participation" fees for prescription drugs and dental prostheses and set charges for various other dental services. A social welfare beneficiary must pay the pharmacist or dispensing physician a participation fee of $2 for each prescription—$1 if under 19 years—or the basic price of the drug, whichever is the lesser and the balance of the basic price will be paid by the Minister. By "basic price" is meant: two thirds of the list price of a drug, plus a professionaL fee of $1.70 for each prescription if provided by a pharmacist; or the list price if the drug is provided by a physician in an isolated area designated by the Director of the Health Services Division of the Department of Health and Welfare after consultation with the New Brunswick Pharmaceutical Society and the New Brunswick Medical Society. The provincial government will pay the basic price of drugs provided children under The Child Welfare Act.

Participation fees are not charged for drugs such as insulin, and other long-term drugs. If prior approval has been obtained from the Director, the Minister will pay the pharmacist or the dispensing physician the list price for such drugs.

For full or partial dentures and other prosthetic services, the Minister will pay 60 per cent of the dental fee specified in the schedule and the balance may be collected from the welfare recipient. For some dental services, prior approval is required and the fee is not payable more frequently than once in five years. In the case of children in care, the entire fee will be paid by the provincial government.

An allowance of up to $15 per month per recipient to cover personal items was authorized by a regulation gazetted February 21, 1968 and made retroactive to November 1, 1967. The allowance formerly provided for household and personal items now applies to household items only with no change in the amounts—$6 for the first adult, $4 for the second, $2 for each additional adult and for each child under 18 years, with a family maximum of $15 per month.

Québec

The most important development in Québec was the enactment of the Social Aid Act, which received Royal Assent on December 12, 1969. To come into force on proclamation, the new Act consolidates a number of social assistance measures under a single program that introduces several new features. Discrimination on racial and other specified grounds is expressly prohibited, and dissatisfied applicants or beneficiaries are given the right of appeal.

The categorical programs providing for allowances for the aged, the blind, the disabled, needy mothers, and the needy unemployed are to be combined under a

comprehensive social aid program under which assistance is to be calculated according to the budget deficit method, taking into consideration the needs of the family or the individual. A distinction is drawn between ordinary and special needs. Shelter, food, clothing and household, and personal requirements are considered ordinary needs; all other needs are special needs.

Normally, an employed person will not be eligible for social aid unless, because of physical or mental disability, he is unable to earn enough to meet the ordinary and special needs of himself or his family. Aid may be granted to an applicant who is engaged in work approved by the Minister of Family and Social Welfare that is designed to train or rehabilitate him or who has left his regular employment to pursue a course of studies under an approved training or rehabilitation program. After a recipient has recovered his means of support, aid may be continued if necessary to ensure his complete and permanent rehabilitation.

A person who would not ordinarily qualify for assitance may be granted aid for special needs if such aid is necessary to prevent him from losing his means of subsistance or to save him from a situation that endangers his health or threatens to leave him or the family completely destitute. If aid for special needs is not sufficient to remedy such a situation, the Minister must grant aid for ordinary needs as well as for special needs but may propose a rehabilitation plan which may include the consolidation of debts and job training. If the family head or individual does not accept the proposed terms, the Minister may refuse or reduce the benefits he would otherwise have provided.

Aid may be furnished in cash or kind or in the form of services or a loan or a guarantee of repayment of a loan. Rates and scales of benefits and the terms and conditions will be laid down in regulations to be published in the **Québec Official Gazette.** The Act makes it clear that aid is to be granted solely on the basis of need and without racial or other bias. It states that social aid must be granted "without discrimination, exclusion, or preference based on the race, colour, sex, religion, language, national extraction, social origin, morals, or political convictions" of the applicant or of the members of his family.

Some conditions are, however, imposed. For example, aid may be denied, suspended or reduced if a person refuses or quits a job that he is capable of performing or if he refuses or neglects to avail himself of recommended training or rehabilitation measures or of other sources of aid provided under any other law. A person who considers himself aggrieved now has the right of appeal—first to the Minister or to a person appointed by him and then, if still dissatisfied, to the Social Aid Appeal Board, a new six-member body appointed by the Lieutenant Governor in Council, whose decision is final. This Board is also authorized to hear appeals under the Québec Family Allowances Act.

Ontario

During the 1968-69 period, Ontario revised its appeal provisions, authorized subsidies to Indian bands for homemaker and nurses services and made a number of other changes.

Appeal provisions were extended and strengthened as a result of amendments to the legislation governing both provincial and municipal assistance. In 1968, in accordance with some of the recommendations of the Royal Commission of Inquiry into Civil Rights (The McRuer Commission), an amendment to The Family Benefits Act made a number of changes in the appeal provisions and additional procedural details were spelled out in regulations issued in 1969. Members of the board of review established to hear appeals against decisions of the Director of the Family Benefits Branch are now appointed by the Lieutenant Governor in Council rather than the Minister of Social and Family Services and have a fixed tenure of three years. The number of members was increased from three to 10 and provision was made for the appointment of one or more vice-chairmen, thus enabling the board to sit in panels. Another new feature was the provision for an appeal from the board of review to the Court of Appeal on questions of law. The board of review or the Court may order the director to make such decisions as he is authorized to make and as it deems proper and the director must act accordingly.

In 1968, applicants for or recipients of basic financial assistance from the municipalities were given the right of appeal by an amendment to The General Welfare Assistance Act. Procedures are the same as under the Family Benefits program. Persons dissatisfied with a decision of a local welfare administrator may appeal to the board of review and may make a further appeal to the Court of Appeal on a question of law.

Two amendments concerned Indians. As a result of a 1968 amendment to the regulations under The Family Benefits Act, Indians under the Indian Act who are eligible for medical services from the federal government became entitled to free medical services under Ontario's medical services plan. A 1969 amendment to The Homemakers and Nurses Services Act made Indian bands that employ homemakers or nurses or purchase home care services for needy members of the band on a fee-for-service basis eligible for a provincial subsidy on the same terms as municipalities.

Two new provisions related to needy residents of certain institutions. An amendment to the regulations under The General Welfare Assistance Act increased the maximum shareable allowance payable on behalf of residents of licensed nursing homes by $1 to $9.50 a day, effective January 1, 1969. A regulation under The Family Benefits Act gazetted in May 1969 authorized a comforts allowance of $15 a month for patients in approved chronic care homes or hospitals.

During 1969, there was some relaxation of income limits set for recipeints of provincial or municipal assistance. Increases in the old age security pension and the guaranteed income supplement to accord with changes in the cost-of-living index are not to be counted as income. Similarly, municipal tax or rent rebates under The Residential Property Tax Reduction Act, 1968, are not to be treated as income when determining need nor are they to be taken into account when determining shelter costs of a person applying for special assistance from a municipality.

Manitoba

In 1968, the coverage of The Social Allowances Act of Manitoba was extended, and in 1969, a revision of the regulations under that Act raised rates for the basic items of need and made a number of other changes.

New provisions added to the Act in 1968 permit the payment of provincial allowances to employed persons or individuals with other sources of income who would not normally qualify for assistance if they have dependants in need of special care which they cannot otherwise afford. In the regulations, "special care" is defined as care provided to a dependant of an applicant or recipient in a residential welfare institution or in a day nursery approved by the Minister of Welfare or care authorized by the Director of Public Welfare and provided by a nurse, housekeeper, or homemaker in the home or in a foster home.

The revised regulations gazetted October 18, 1969, increased monthly food allowances by 10 per cent to $28.60 for persons over 19 years of age, $33 for children 15 to 19 years, $29.70 for children 12 to 14 years, $24.20 for children 7 to 11 years, $19.80 for children 4 to 6 years, and $17.60 for those 3 years or under. As previously, the monthly food budgets are adjusted for family size. The additional amounts allowed household units of three or less are as follows: $5.50 for a single person, $3.30 for each of two persons, and $1.10 for each of three persons. No adjustment is made for a family of four or five, but a reduction of $2.20 is made for each person in excess of five.

The age ranges of persons for whom clothing rates are set were changed and the amounts were increased. The maximum monthly amounts are now: $7.50 for persons over 19 years, $9 for children 15 to 19 years, $7.50 for children 12 to 14 years, and also for children 7 to 11 years, and $6 for those 6 years or under. The additional amounts authorized in 1968 for certain categories were increased from $5 to $7.50 for employed adults, and from $2 to $4.10 for persons 65 years and older.

Maximum shelter allowances were increased by $20 a month to $45 for single persons living alone, $60 for two adults and $75 for families with children. As before, where the actual rent exceeds the maximum, additional amounts may be granted at the discretion of the Director of Public Welfare.

The allowance for utilities and fuel has been extended to include instalment payments on essential appliances such as a furnace and hot water tank and has also been made more flexible. Instead of a monthly maximum of $7.50, the amount now allowed is the estimated monthly cost based on actual expenditures for the previous 12 months or, if circumstances have changed, the estimated actual cost for the next 12 months.

In place of the former allowance for household and personal needs, the new regulations authorize separate amounts for personal needs and for household supplies. Every adult may be allowed up to $12 a month for personal needs with an additional $5 if blind. If a recipient is living in an institution for the aged or infirm and is not socially active, $7 may be deducted from the allowance for personal needs. The allowance for household supplies is $3 per household unit, plus $1 for each person in the unit in excess of one.

Board rates were raised by varying amounts. For a single person, the general rate is now the actual cost up to a maximum of $60 if living with relatives and of $78 if living in a private boarding home. For a married couple, the corresponding amounts are $108 and $122. Rates for persons requiring care or supervision were also raised, the amount varying according to the type of accommodation and the amount of care provided. Single persons whose living arrangements require restaurant meals are now allowed $70 plus the actual cost of a room. Formerly, the $70-a-month allowance covered restaurant meals and a room.

Saskatchewan

Changes in the Saskatchewan Assistance Plan during this period included increases in the allowances for room and board, changes in the earnings exemptions and amendments to the appeal provisions.

An amendment to the Social Assistance Regulations, effective April 1, 1969, raised the maximum allowance for room and board from $60 to $75. Maintenance payments on behalf of needy persons in licensed nursing homes and special-care homes were also increased by $14 a month to $194 for persons requiring supervisory and limited personal care and to $274 for persons needing extensive personal or nursing care. These payments were increased by an additional $13 a month by a further amendment gazetted November 28, 1969.

The exemption for casual or part-time earnings was changed in 1969 and is now the greater of: one half of the net casual or part-time earnings of the recipient, his spouse or dependent children under 16 years who are not attending school, provided it does not exceed 25 per cent of the recipient's basic budget requirements—75 per cent if a partially employable person; or $10 per month for the recipient, plus $10 for the first dependant and $5 for each additional dependant. In addition, transportation costs to and from work may now be counted as part of the recipient's basic budget requirements.

A 1968 amendment to the Act permits the Director of Public Assistance to appeal a decision of a local review committee. As a result of a 1969 amendment to the regulations, a person who has filed a complaint with a local unit and is not satisfied with the proposed adjustment now has 15 week days, excluding statutory holidays, instead of 10 days in which to apply for an open hearing before the local review committee.

Alberta

During the period under review, Alberta discontinued applications for allowances under the three federal-provincial categorical programs, amended The Preventive Social Services Act, replaced The Department of Public Welfare Act by The Department of Social Development Act, and made the customary annual adjustments in food and clothing rates for recipients of social allowances.

Applications for allowances under The Blind Persons Act, The Disabled Persons Act, and The Old Age Assistance Act were discontinued, effective January 1, 1968, with the proclamation of sections 2 and 3 of The Welfare Statutes Amendment Act, 1964. Since that date, eligible applicants have been granted social allowances under The Public Welfare Act; those who did not qualify continue to receive allowances based on the means test.

Three changes during this period reflected the increasing concern about social development. In 1968, a new provision in the Social Allowance Regulations authorized the Chairman of the Public Welfare Commission to grant a person with reasonable rehabilitative potential a one-year exemption from the provisions regarding assets allowed recipients of social allowances. The developmental approach was given even greater emphasis in 1969 with the enactment of The Department of Social Development Act, which replaced The Department of Public Welfare Act, effective May 7, 1969. The philosophy, goals and objectives of the new Department are set out in the **Position Paper on Social Development.** This paper states that the Department will initiate or encourage the developmental approach by creating new job opportunities and assisting individuals and families to utilize resources in order that they may reach their potential.

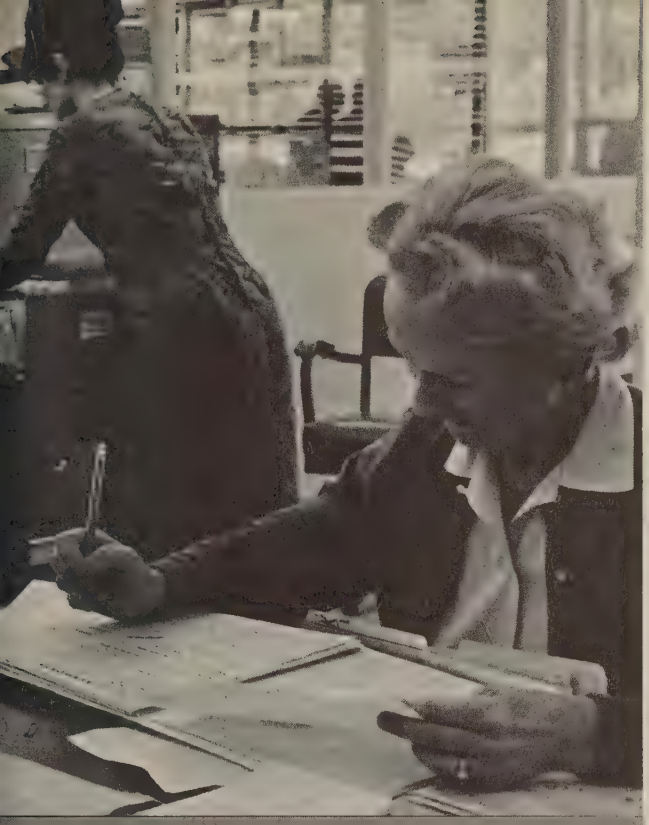
Another 1969 enactment, an amendment to The Preventive Social Services Act, authorized the Minister of Social Development to establish and operate preventive social service programs and projects, a responsibility which formerly rested with the municipalities. The local governments may, as before, initiate and operate preventive service programs and the provincial government will continue to reimburse them for 80 per cent of the costs of approved programs and to provide consultative and advisory services.

Food and clothing allowances for recipients of social allowances were adjusted in 1968 and again in 1969 to bring them into line with current living costs. Under the schedule effective April 1, 1969, the monthly food allowance for adults living alone is $36.10 for males and $31.60 for females. The allowance for a married couple is $56.40. Children's rates continue to vary according to age and sex and now range from $13.80 for children under one year to $35.10 for boys 16 to 20. The regular clothing rates for adults are now $8.10 for men, $8.50 for women and $16.70 for married couples. The children's clothing allowances range from $4.90 to $11.50. The former 5-per-cent reduction in the food and clothing rates for families of seven or more was dropped, effective April 1, 1969. The 1969 regulations also set short-term clothing allowances, which are 25 per cent or more lower than the regular rates.

British Columbia

In British Columbia during this period there were changes in allowances and in the provincial-municipal cost-sharing formula. In 1968, an administrative order circulated to the municipalities authorized the following new allowances for families with dependent children, effective June 1, 1968: a supplementary children's grant of $8 per month per child; a supplementary children's clothing allowance of $15 per year per child; and a supplementary community recreation program grant of $15 per year for each child over six years of age. This order also raised the supplementary allowance for children's school supplies by $5 to $15 per year per child.

An administrative order effective August 1, 1969, raised from $30 to $60 the maximum supplementary social allowance payable to recipients of the Blind Persons' Allowance and the Disabled Persons' Allowance. As announced by the Premier in his budget speech of February 9, 1968, the formula for provincial sharing of the costs of social allowances was changed, reducing the provincial contribution from 90 to 80 per cent. At the same time, per capita grant payments to municipalities were increased.



A brief to the P.M. on the status of women

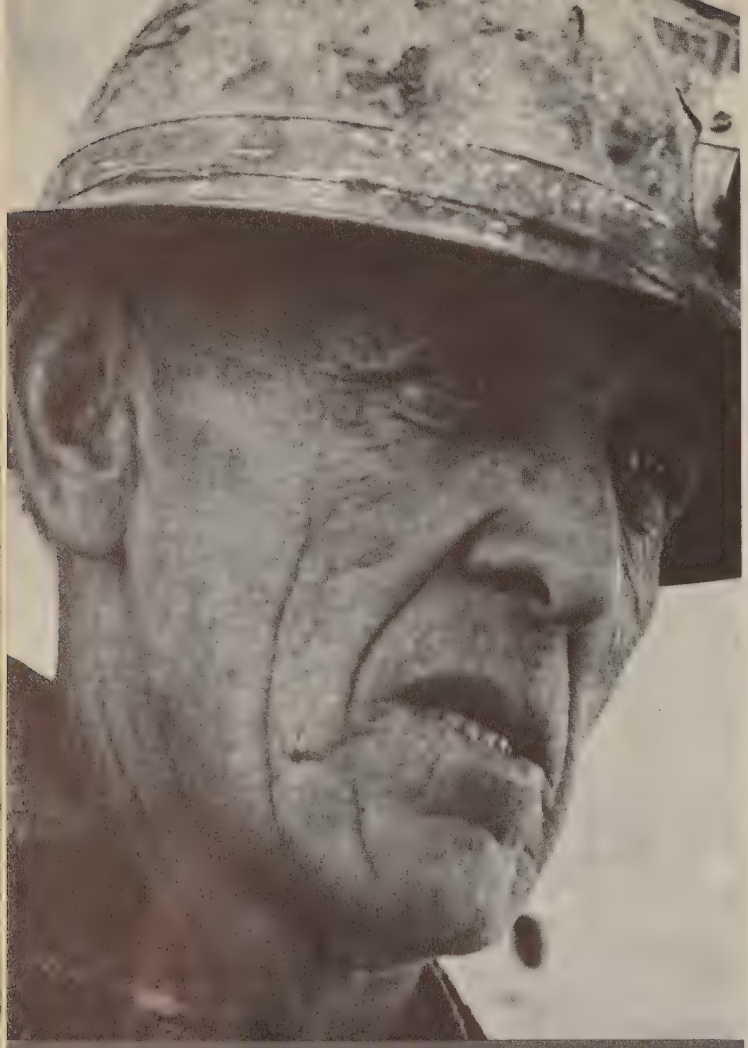
Adequate maternity leave, maternity benefits for women, and a permanent commission on the status of women have been asked for by the Canadian Federation of Business and Professional Women's Clubs. The Federation, which has always striven for the improvement of the status of women through the elimination of discriminatory legislation and the amelioration of social and economic conditions, submitted a brief containing 11 major proposals to Prime Minister Trudeau in February.

Heading their proposals is a request that the federal Government enact legislation to provide adequate maternity leave and maternity benefits for women in fields over which it has jurisdiction. "The fact that reproductive functions are such that women carry the unborn children and give birth to them is not a valid reason why they should be discriminated against as workers," states the brief. "They are entitled as a matter of right to receive a guarantee against loss of employment and seniority, and against economic hardship, for a stated maternity period." The Federation says that existing maternity protection policies in Canada are "varied and inadequate," and that although statutory provisions in four provinces do guarantee maternity leave, they are operative in only two cases.

The second major proposal deals with the urgency of setting up a permanent commission on the status of women in Canada. This board would be constituted for the following purposes: to give leadership and encouragement to women as they seek recognition in new fields of endeavour; to assist actively in the enforcement of rights already achieved by women in the employment field; to seek promotional opportunities for women; and to consider, or have considered, complaints of discrimination on the basis of sex alone.

The Federation also pressed for action on the following recommendations: **that the Government endeavour to educate the public, and employers particularly, to reduce prejudices against older workers and to eliminate arbitrary age limits in employment and hiring practices;** that the Government conduct further research into the various fields of aging; that benefit clauses to survivors under the Canada Pension Plan be amended so that contributions of the unmarried deceased are refunded to dependents or to their estate; that the Income Tax Act be amended to provide exemptions of up to a maximum of $1,500 a year for working women employing the services of others, whether in the home or outside, and whether for children, elderly or incapacitated persons; **that there be a further adjustment of the Income Tax Act so that a woman may earn $950 a year instead of the present $250 without increasing her husband's income tax;** that the basic income tax exemption be increased from $1,000 to $2,000, because exemptions have not kept pace with the rising costs of living that are seriously crippling lower income groups.

The brief included in its contents an argument directed against the recommendation of the Royal Commission on Taxation that the family be recognized as the basic tax-paying unit. **It contained also a request that qualified women be appointed to sit on the proposed National Law Reform Commission.** The proposals were drawn up at the 21st Biennial Convention of the 6,000-member Federation, whose President is Margaret Ashdown.



Finished at forty? Who says?

It seems as inevitable as death and taxes, that every member of the labour force will some day be labelled an "older worker." A man may be regarded as an older worker when he encounters difficulty in retaining or obtaining employment because of his age. Either his job tenure or the level of his income becomes more precarious, or he is subject to the reluctance of many employers to hire middle-aged or older workers.

Obviously the age at which this occurs will vary considerably according to occupation, skill, experience and physical condition. Athletes and airline stewardesses are regarded as superannuated at a relatively early age; but scholars and managers, provided that they remain in fairly good physical and mental health, come into their occupational prime relatively late in life.

The many myths that have grown up concerning older workers can be dispersed by the facts. Older workers have skills and work experience needed in our growing economy; a large proportion of our managerial and skilled workers, for instance, are older people. Older workers as a group do not experience a greater degree of unemployment than those in other age groups. In fact, their unemployment rate is generally lower; but, once out of work they remain unemployed for longer periods of time.

Studies to get at the root of the problem indicate that what people say—their attitudes and opinions regarding the effect of aging on work capacities—frequently makes the difference between getting a job or not getting one, for a worker over 40 years of age. Furthermore, employers, communities, and even 40-plus job seekers contribute to the prevailing climate of opinion, and the attitudes of all three groups must be considered in any information and education program aimed at improving them.

To clear the clouded atmosphere, we might profitably examine the opinions of each group in turn—beginning with what employers in general say about workers over 40. Here, right off, we encounter some startling contradictions.

When employed, the 40-plus worker is generally regarded as productive, dependable, loyal, a stabilizing influence, an asset to the firm. But when this same individual becomes unemployed and is seeking work, a different set of attitudes confronts him at the hiring gate or in the personnel office. A typical employer is likely to glance first at the age stated on his application blank. If it's over 40, the applicant is often regarded as an employment risk. Employers may say that he is inflexi-

ple, that he is absent too often, that hiring him means higher pension and insurance costs, that he can't meet physical requirements, or that he is more difficult to train.

So far, not even specialists in the field can offer a logical reason why the evaluation of the older worker switches from plus to minus the minute he becomes unemployed and is on the outside looking in. Whatever the reason for it, the plain fact is that middle-aged job applicants, unless they possess a skill that is in high demand, frequently have difficulty in becoming re-employed.

The job seeker's attitude may further complicate the problem. It usually runs the gamut from highly optimistic to a kind of stubborn resistance to the indictment that age has issued against him in the field of employment. He may have to live with the status quo, but he doesn't have to like it.

This attitude may tend occasionally to blind the older worker to realities of the job market that have no direct bearing on his age. He may be unable to see, for example, that lack of the right skills to compete for specific job openings, or unfamiliarity with methods for making a systematic job search, may be barriers to employment that are just as formidable as age.

Community-wide attitudes toward any given social problem are usually generated by responsible local groups—the civic clubs, local business, professional, labour and government organizations. Only rarely is the problem of age discrimination in employment taken up by local community leaders.

Local groups probably don't realize, except vaguely, the complexities of the problem, and the harm it can do the community as a whole—not to speak of its destructive influence on the individual. The field has been pioneered, however, by a few communities whose experience indicates that public opinion is as powerful a weapon in the case of this social problem as it is in others.

Two major results occur when local groups lead the way to muster public opinion and other community resources behind a sustained program to reduce age discrimination for the job seeker. **There is first a notable shift in attitude toward job-seeking older workers. Secondly, their employment opportunities improve.** From such leadership the community can expect to reap these benefits: increased purchasing power from a growing consumer group; reduced need for community assistance; and better and more productive citizens making a contribution to community life.

The Department of Manpower and Immigration has long realized the plight of the older worker and has taken various steps to help older citizens gain equal opportunities for employment. The Department's manpower programs are available to help all Canadian workers, including those in older age groups, to keep in step with the changing needs of the labour market. If an older worker finds that his skills fall short of modern requirements, a counsellor at one of the Department's **Manpower Centres across the country can recommend a training course to update his skills** under the Occupational Training for Adults Program.

Further, if the older worker finds that his particular skill is no longer needed in the area in which he lives, his

Manpower Centre counsellor may advise him that there is **a demand for that skill in another part of the country,** and may assist him to move there under the Manpower Mobility Program. A Manpower and Immigration booklet, **How to Prepare for an Interview,** also offers some valuable advice to the older worker, although it is not specifically aimed at any one age group. For example, emphasis is put on the importance of assessing past achievements in presenting the case for new employment. The worker is advised to list, in the order of their importance to him, his outstanding vocational and avocational achievements, and to use the list to prepare a résumé. Samples of résumé writing are provided, together with an explanation of how to tailor it to a particular job. **The booklet may be obtained without charge from any Canada Manpower Centre, or by writing to Manpower and Immigration, 305 Rideau St., Ottawa 2, Ont.**

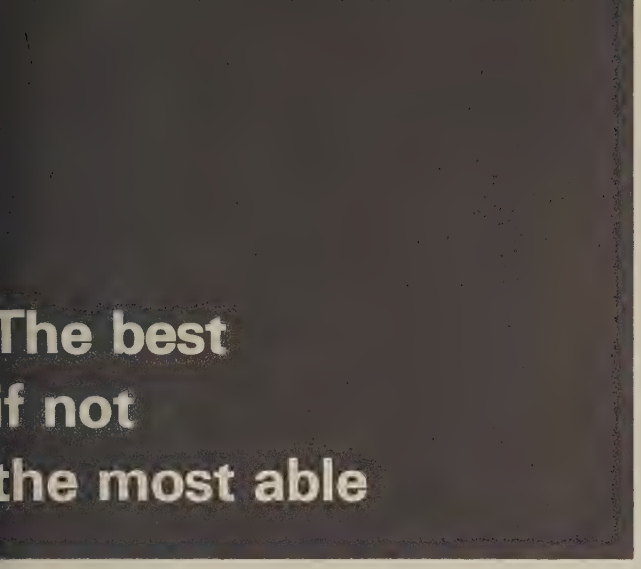
The Department of Manpower and Immigration conducts also a continuing program to encourage employers to remove age barriers from their hiring practices and take advantage of the knowledge and experience that older workers have accumulated. Canadian employers who have adopted this logic, and who offer the older age group an equal opportunity for employment, usually report that they are excellent employees—stable, responsible, loyal and steady—and that they require less supervision and are less distracted by outside influence than younger employees.

The right worker in the right job can make a valuable contribution to the progress of our nation, regardless of whether he was born 20 or 70 years ago. **A man's worth cannot be judged by his date of birth.**

We are a society of drivers. The ability to drive is a integral part of all facets of our everyday lives. For th handicapped, the right to drive may well determine the individual will be able to take his place in the broa spectrum of society by earning a living. Yet, all too ofte the public considers these drivers a menace, an opinio unjustified by the facts. In fact, the physically impaire driver is among the most safety conscious in the country the evidence is provided by a recently completed surve in the United States by the University of Denver Colleg of Law, in co-operation with the Rehabilitation Service Administration of the Department of Health, Educatio and Welfare.

Judge Sherman G. Finesilver, head of the study tean an expert on driver training and a member of Presider Nixon's Task Force on safety, termed the study the fir of its kind because it coupled a review of the drivin records of physically impaired drivers with a survey o opinions of 400 licensing administrators and other safet professionals representing every state. The opinion su vey asked for an evaluation of the ability of the subje under three categories: general rating; accident proper sity rating; traffic violation propensity rating. Seventy one per cent of the respondents rated the subjects a average or better than the general driving community 5 per cent put them "among the best on the highway" 33 per cent said they were above average; 33 per cer rated them as average. None rated the physically impai ed as hazardous drivers. In other words, "when th physically impaired driver is compared with the genera driving public in a direct ranking as to driving ability, h ranks significantly higher," stated Judge Finesilver.

Eighty-three per cent of the experts who answered th survey rated the physically impaired driver as averag or better than non-impaired drivers. Not a single respon



dent rated the physically impaired driver as higher in raffic violation frequency than the non-handicapped driver, and 89 per cent rated them lower. The survey also indicates that 96 per cent of the officials surveyed stated that there had been no recent cases in their localities in which physical impairment was, or might have been, a factor in causing accidents.

In a survey of 13 national insurance companies that write approximately 25 per cent of U.S. insurance business, only one company reported a bad experience with physically impaired drivers. The survey further reported that 10 of the companies expressed the belief that the handicapped driver might well be a better risk than ordinary drivers because of his psychology of caution. Most insurance companies do not discriminate against physically impaired drivers by charging higher rates for a more limited coverage; if the record of the impaired driver were particularly bad, it would have shown sufficiently on the claims experience.

Following World War II, in 1945, Connecticut was the first State to implement a unique state-supported testing and training program for physically impaired drivers. Twenty-five years later, a report by the Motor Vehicle Department on the program showed that not one of these drivers had been guilty of serious or dangerous violations such as speeding, reckless driving or driving while intoxicated. Not one was involved in a fatal accident. Governor John Dempsey stated, "There are more than 4,000 physically impaired Connecticut drivers and these drivers have proved by their performance behind the wheel that they are some of our best drivers."

Judge Finesilver stated that his study indicated that **the physically impaired driver, aware of his physical shortcoming, was doubly aware of his responsibility in a car. Repeated tests showed this person to be a safer, not necessarily slower, driver.** The study also noted that these people work very closely with their doctors and followed their suggestions.

Judge Finesilver called for special parking privileges for physically impaired drivers in downtown areas, shopping centers, near recreational and cultural facilities, as well as greater financial aid from state Governments for special driving equipment and training programs. He pointed out that only 16 states have offered financial aid to their handicapped for the purchase of special driving equipment, and only 20 states have special parking privileges for physically impaired drivers. "Transportation of the physically impaired by public or private automobile has been sadly neglected, and if we expect physically impaired persons to be self-sufficient and contributing economic units, we must marshal every communal resource necessary for their mobility and employability," he stated.

He also suggested that states provide for a standard H (Help) flag for use by physically impaired drivers to summon aid in case of personal distress or automobile difficulty. He added, "Only five states—Alabama, Colorado, Minnesota, North Dakota and North Carolina—have passed this legislation."

He recommended greater training facilities for physically impaired persons, and pointed out how few of these "life giving facilities" there were in the country.

Judge Finesilver has stated that the decision on whether a person should be allowed to drive should not be based on physical condition alone. It should be based on competence, ability to operate the vehicle safely with or without special aids, physical and mental condition, knowledge of laws and safe driving techniques, coupled with a review of an individual's previous record. "Primary emphasis should not be placed on keeping drivers off the highway, but rather on seeing to it that those who are licensed—no matter what their outward physical condition—have been adequately trained and tested for the task for which the license is granted."

"Let's not single out the physically impaired driver, the deaf driver or older driver . . . let's strengthen licensing, driver education, training, testing and driver performance for all drivers," he said.

Legal decisions

B. C. Supreme Court

In several recent cases, interpretations of Sec. 3 of the B. C. Trade-unions Act have been given by the courts in determining whether striking employees were lawfully picketing an employer's "place of operations." In one of these cases, decided in 1968, the place where goods were being loaded under the employer's direction or control for distribution to customers was considered to be a "place of operations."

A company in the business of arranging for the sale and marketing of food products on a commission basis, had received a sea shipment of tinned food that had been unloaded and placed in a shed on a pier in Vancouver harbour. The goods had been partially loaded into railway cars for delivery, when union members, on lawful strike against the company, picketed the shed and cars. The longshoremen involved in the loading refused to cross the picket line, and all work ceased. The company applied for an injunction to restrain this picketing, or threats of picketing, at the pier.

One of the officers of the company claimed in an affidavit that irreparable injury had and would be suffered because, after loading, the tinned goods were to be shipped to customers within and without Britis Columbia; if loading were not effected, the deliverie could not be made.

The judge hearing the motion for an injunction, M Justice McIntyre, found that the company was clearl arranging to ship the goods to its customers; the shed in effect, was serving as a distribution point under th company's direction. The company would have to decid which of its customers would receive certain portion of the total shipment of goods, and would have to direc the correct loading of the various shipments into th railway cars. In doing so, the company would be carry ing out a part of its operations at the pier.

Whether the picketing was lawful or not, could onl be decided upon consideration of the provision in th B.C. Trade-unions Act that, among other things, trad union members who are on a strike that is not illega under the B.C. Labour Relations Act may, "at the em ployer's place of business, operations, or employmen

and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to (a) enter the employer's place of business, operations, or employment; or (b) deal in or handle the products of the employer; or (c) do business with the employer." The company and union agreed that the only issue was whether or not the shed and area around the railway cars on the pier was the employer's place of business, operations or employment within the meaning of the Trade-unions Act.

The company had its principal place of business elsewhere in Vancouver. Mr. Justice McIntyre did not hold that the shed and area around the railway cars was a "place of business' or a "place of employment" of the company. He did conclude that the location picketed was a "place of operations" where steps necessary for the distribution of the company's goods were taken, under the control of or upon the direction of the company, as a part of the basic and normal operation of its business. Following the reasoning of B.C. Supreme Court decisions in **U.S. Borax & Chemical Corp. v. Retails, Wholesale & Department Store Union et al.** (68 CLLC, para. 14,073) and in **B.C. Radio Cabs Ltd. v. Vancouver and District Taxi-Cab Drivers and Dispatchers' Union** (L. G. 1964, p. 724), Mr. Justice McIntyre found the picketing in this case to be lawful and refused to grant the company's application for an injunction. **Martin & Robertson Ltd. v. Retail, Wholesale and Department Store Union, Local 580 et al.,** decided February 13, 1968, [1968] 63 WWR, part 8, p. 463; [1968] 67 DLR (2d), part 5, p. 465.

More recently, the B.C. Supreme Court decided that a place where installation crews dispatched by an employer were actually working was a "place of operations" of the employer.

During the lawful strike by telephone workers against the B.C. Telephone Company in the summer of 1969, union members picketed the Stock Exchange Building in Vancouver shortly after an installation crew from the telephone company had left the premises at the request of the building manager; the crew had been working there the day before.

The owner of the premises applied for an injunction to restrain the union and its members from this picketing. The issue before Mr. Justice Verchere of the B.C. Supreme Court concerned the validity of secondary picketing of premises where crews have been dispatched by the telephone company to install equipment required by tenants of office space in the building. The issue would turn on the interpretation of the same provision of the B.C. Trade-unions Act as was considered in the Martin & Robertson case (above).

Mr. Justice Verchere said that the reasoning in the B.C. Radio Cabs case (L. G. 1964, p. 724) and in the Martin & Robertson case was applicable to the case before him. He did not mean that there was a "distribution of goods" as in the Martin & Robertson case, but that there was a "distribution of services" by the telephone company. When the telephone company dispatches crews to install telephone facilities as ordered by customers, the place where those crews go to work becomes a place of the telephone company's operations and continues to be such while the work is actually in progress. On the other hand, Mr. Justice Verchere held that when installation work is not going on because, although ordered, it has not been entered upon or, having been entered upon, has been abandoned, then the premises cease to be a place of operations of the telephone company. **In his opinion, the mere presence of the company's equipment on the premises was not sufficient basis for finding the premises to be a "place of operations."**

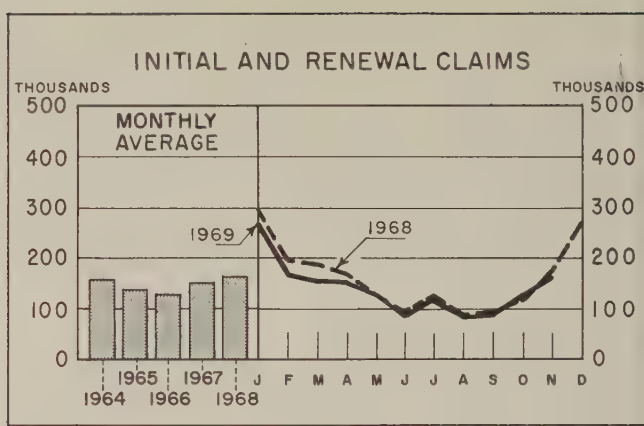
Accordingly, Mr. Justice Verchere held that secondary picketing of premises where telephone service is being installed by the telephone company, is lawful. Although the owner of the Stock Exchange Building had failed to make out a sufficient case to support the injunction order that it was seeking, sufficient case was found to justify an order restraining picketing when installation work, although it has been requested, is not in progress. An order to this effect was granted. **Stock Exchange Building Corp. v. The Federation of Telephone Workers of British Columbia,** decided July 17, 1969, 69 CLLC, para. 14,210.

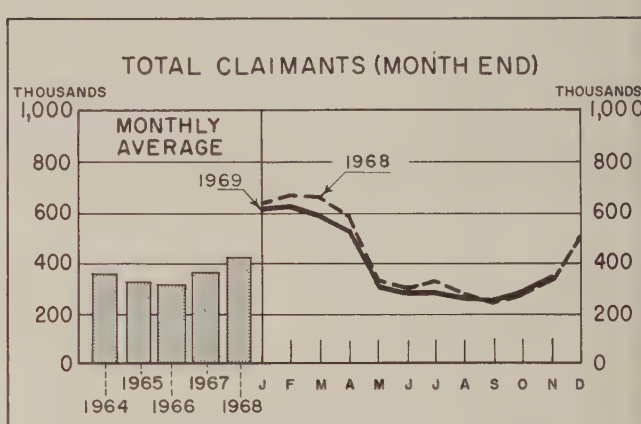
Unemployment insurance report for November

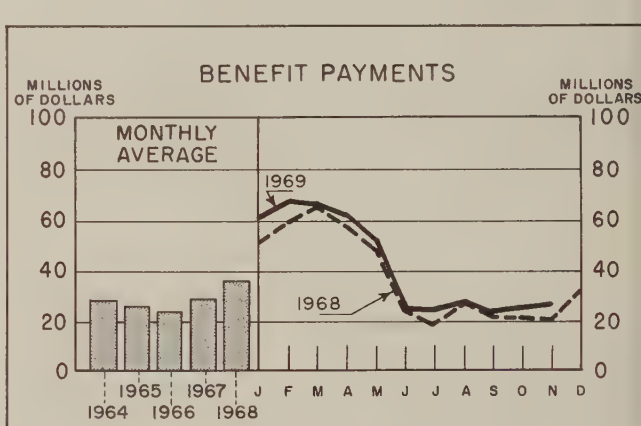
Claimants for unemployment insurance benefit totalled 349,000 on November 28, an increase of almost 70,000 over the 280,000 recorded at the end of October. Compared with one year ago, the current claimant total increased by 8,000.

Eighty per cent of the October-to-November increment was accounted for by male claimants who numbered 222,000 on November 28, an increase of one third over the 167,000 reported at the end of October. The proportion of male claimants rose from 60 per cent at the end of October to 65 per cent at the end of November.

More than one half of the claimants came on claim during the month, i.e. they were in the 1 to 4 weeks-on-claim category. Sixty per cent of the males and 40 per cent of the females were in this category.







Summary Table

Activity	Nov. 1969	Oct. 1969	Nov. 1968	Cumulative Data: Jan. to Nov. 1969	Cumulative Data: 12 months ending Nov. 1969
			(in thousands)		
Insured population at end of month	—	5,541	5,411	—	—
Initial and renewal claims filed:					
Total	165	124	171	1,554	1,831†
Initial	122	89	125	1,176	1,389
Renewal	43	35	46	378	441
Claimants currently reporting to local offices	349	280	342	399*	407*
Beneficiaries (weekly average)	193	174	186	318*	311*
Weeks compensated	831	785	745	14,758	15,819
Benefit paid	$27,555	$25,527	$20,623	$465,931	$496,731
Average weekly benefit	$33.17	$32.52	$27.69	$31.57	$31.40

* Monthly average. † Discrepancy between totals and subtotals due to rounding.

A total of 165,000 initial and renewal claims for benefit were filed in local offices across Canada during November. This represented an increase of 33 per cent over the 124,000 filed last month but a decrease of three per cent from the 171,000 filed during November 1968.

The large increase over October in the number of initial claims filed is usual and can be attributed, in part, to claims being filed prior to the first week in December when the seasonal benefit period commences. The 33 per cent increase over October in the claim load was considerably less than in 1968 when the volume of November claims exceeded the October total by 45 per cent.

The average weekly number of beneficiaries was **estimated at 192,800 for November, 174,400 for October and 186,200 for November 1968.** Benefit payments totalled $27.6 million in November compared with $25.5 million during October, and $20.6 million during November 1968. The average weekly benefit payments for the three periods under review were $33.17, $32.52 and $27.69.

All provinces shared in the October-to-November increase in the claimant count. Québec, Ontario, and British Columbia, where two thirds of the total increase occurred, were the only provinces to report a lower rate of increase than the national rate of 25 per cent. The largest percentage increase was shown in Prince Edward Island (73 per cent) but the numbers involved were small.

Compared with one year ago, Québec, Ontario and Saskatchewan were the only provinces that reported higher claimant totals. There was no change in Nova Scotia, and declines occurred elsewhere.

Decisions of the umpire

CUB 2839. The claimant filed an application for benefit on September 15, registering for employment as a labourer. He was last employed as a labourer by a mining company. Asked why he left his work, the claimant replied that it was because of a disciplinary layoff following an incident that occurred during a strike.

The employer told the local office that the claimant neither left employment with the company nor was he discharged, but that, as a disciplinary measure, he had been suspended for 45 working days. A "suspension or layoff notice" had been filed. It states that **the claimant has been suspended from September 12 to November 11 for having assaulted, on September 6, the general manager of the company.** Afterwards the employer stated that the incident took place "during a strike."

The facts on record show that there was a labour dispute at the claimant's place of work. The stoppage of work started on September 6, at 8 a.m. and ended at the same hour on September 12. The claimant returned to work on September 12, and had to report to the industrial relations officer for an interview concerning the incident that occurred between himself and the general manager on the picket line. The employer decided to pay the claimant's wages for September 12, although he had not worked, because he had had to remain at the place of work. The claimant was later suspended.

On November 2, the insurance officer informed the claimant that he was disqualified from receiving benefit for September 11, because he had lost his employment by reason of a stoppage of work attributable to a labour dispute at his place of work, and also from September 12 to October 21 inclusive, as he had lost his employment by reason of his own misconduct.

On November 10, the claimant appealed to the boar of referees, which heard the case the following Januar 9. The claimant was neither present nor represented a the hearing. The board unanimously decided to dismis the appeal. On January 10, the regional co-ordinato of the claimant's union informed the local office tha the claimant received a notice of hearing only on Jar uary 9, and that, in view of this delay, he asked tha the case be reheard because he wanted to represent th claimant.

On February 13, the board of referees met a secon time. The claimant did not attend the hearing but wa represented by the union officer who made the followin observations: There is no proof of any assault committe by the claimant; there is no relationship between th disqualification and the stoppage of work that wa ended when the suspension was imposed; during th disqualification period, it is not because of the wor stoppage but because of the suspension imposed b the company that the claimant was not able to work the stoppage of work ended when, on the one hand the company agreed not to take any legal proceeding following the stoppage of work and, on the other hand the imposition of a suspension of 30 days on the instiga tor of the troubles that occurred, and of 45 days in th case of the employee, still unidentified on that day, wh allegedly assaulted the company's manager."

The board of referees agreed that there was no reason for rescinding the insurance officer's decisions and decided unanimously to dismiss the appeal.

On March 18, the union appealed to the Umpire. The union objected to the board of referees' decision that the claimant had committed an assault on the basis of the employer's statement and without having allowed the claimant to present the case adequately.

On April 19, the insurance officer submitted a statement of observations: "The board of referees has wrongly refused to give a decision on the specific facts of the claimant's misconduct. In fact, it was essential that the board of referees decide that question in order to come to the conclusion that the claimant had lost his employment by reason of his own misconduct and thus to maintain the disqualification imposed. According to the claimant's various statements, he does not deny having assaulted the general manager of the company. On the other hand, he contends that he had been provoked but does not give any detail to show the nature of the provocation. It is to be noted, moreover, that following the settlement of the dispute, the union did not seem to have objected to the suspension imposed by the employer on the claimant because the latter had assaulted the general manager of the company.

"Although the incident occurred during a labour dispute, it is important to note that **the personal conduct of the claimant under the circumstances was not actually related to the continuation of the dispute and could hardly result otherwise than in the imposition of disciplinary action by the employer."**

On April 22, the union replied to the statement of observations made by the insurance officer. And on May 6, the employer supplied additional information that was brought to the attention of the union and to which the union replied on May 15. On June 10, further information and comments were sent by the employer.

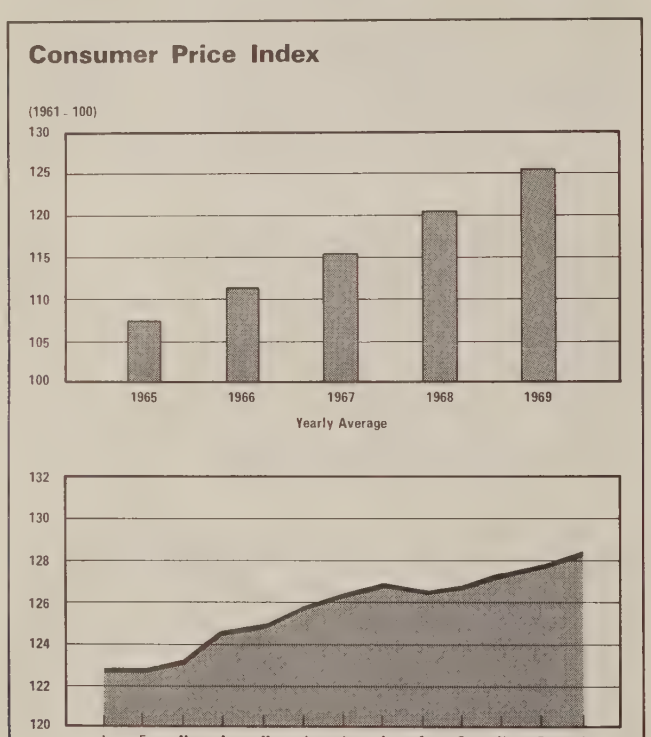
The deputy Umpire heard the case on June 11. It was adjourned in order to allow the claimant's representative to obtain written statements concerning the incident. On August 14, the union representative produced four sworn statements, signed on June 28. And the company provided complete statements.

On receiving these statements, the umpire said, "I now have before me more factual details than the board of referees had at the time of its decision." After hearing this evidence, the umpire said: "The issue was whether the claimant's behaviour, as established in the statements, warranted a disqualification. The statements clearly indicate that the claimant gave a shove or slightly touched the general manager's face, either in attempting to shove him aside or to pull him out of the car or once he was out of the car. **The general manager had the right to cross the picket line, even if the stoppage of work had not been unlawful. The provocation came from the pickets who prevented him from doing what he had a right to do** and, apparently, he was rather shocked when he was pulled out or forced to get out of his car. "This would explain his insulting words, if he actually uttered them, because the claimant's evidence on that matter is not confirmed by anyone. In any case, I cannot allow the claimant's version when he says, while being surrounded by a crowd of pickets, he was afraid of being assailed by [the general manager] and, for that reason, he gave him a shove in the face even before he got out of his car."

The general manager "was not injured and, from that standpoint, the assault was not a serious one; but an employer cannot let go unpunished people guilty of a physical assault on the company's general manager. He would never be able in the future to maintain discipline were he to let such incidents remain unpunished. I believe that the claimant was lucky to have been suspended instead of having been discharged.

"I have examined the quoted jurisprudence that establishes clearly that the claimant was guilty of misconduct ... Therefore, **I have no hesitation in dismissing the appeal and in upholding the disqualification imposed for the period between September 12 and October 21,** because I am of the opinion that the claimant has temporarily lost his employment by reason of his own misconduct."

Price indexes



Consumer, January 1970

The consumer price index (1961 = 100) increased 0.2 per cent to 128.2 in January from 127.9 in December, and was 4.6 per cent higher than in January 1969. Of the seven main components, four increased, two decreased, and one remained unchanged.

The food index rose 0.2 per cent to 130.1 from 129.8 but was still 0.4 per cent below the August 1969 peak of 130.6. Prices increased for restaurant meals and foods consumed in the home. Beef prices advanced 2.0 per cent, and pork moved up 1.3 per cent—9 per cent higher than a year ago. Chicken prices rose 3.6 per cent, but were 3.3 per cent lower than in January 1969.

Among fresh produce items, substantial declines for lettuce, tomatoes and some fresh fruits outweighed increases for potatoes, celery and cabbage. With the exception of lettuce and potatoes, fresh vegetable prices were from 10 to 30 per cent higher than a year ago. Prices of dairy products and fats were unchanged, and bread registered a marginal decline.

The housing index increased 0.4 per cent to 128.1 from 127.6 and was 5.1 per cent higher than a year ago. Higher mortgage interest rates and increased prices for new houses and repairs moved the home-ownership index up 1.0 per cent. Rents advanced 0.2 per cent in the same period. The household operation index declined 0.1 per cent. Lower prices for applicances, floor coverings and household textiles and supplies outweighed increases for furniture, utensils, parcel postage and domestic help.

The clothing index declined 0.7 per cent to 125.5 from 126.4, mainly because of midwinter sales. The January index was 3.3 per cent higher than a year earlier. Among women's wear items, wool dresses, sweaters and winter coats each declined 3 per cent or more; men's wear suits, slacks and sport shirts registered the largest decreases; and children's wear and piece goods components also declined. Footwear increased 0.1 per cent.

The transportation component increased 0.6 per cent to 122.7 from 122.0 and was 5.5 per cent higher than in January 1969. Gasoline prices advanced 0.3 per cent, but most of the increase was caused by higher train fares.

The health and personal care index was unchanged from its December level of 136.8 and was 5.6 per cent higher than a year earlier.

The recreation and reading index declined 0.1 per cent to 128.0 from 128.1 and was 3.1 per cent above its level of a year ago. Price decreases for television sets more than offset increases for phonograph records, cinema admissions and newspaper subscriptions.

The tobacco and alcohol index rose 0.2 per cent to 126.5 from 126.3, which was 4.3 per cent higher than the level a year earlier.

City consumer, January 1970

The consumer price index (1961 = 100) increased in six regional cities and city combinations, declined in one, and remained unchanged in three others. The movements ranged from an increase of 0.5 per cent in Halifax to a decrease of 0.1 per cent in Ottawa.

Food prices registered minor advances and declines, with the exception of Montreal, which recorded a rise of 1.0 per cent. Housing indexes advanced in most cities, reflecting generally higher shelter prices and increased parcel post rates.

Midwinter sales were mainly responsible for declines in the clothing components for seven cities. The level of apparel prices advanced slightly in St. John's, and remained unchanged in two other cities. Transportation indexes rose in all cities, mainly because of seasonally higher train fares. The indexes for health and personal care and for recreation and reading registered mixed movements across the country. Tobacco and alcohol indexes remained unchanged in all cities except Edmonton-Calgary, where higher beer prices increased the index by 1.3 per cent.

Regional consumer price index point changes between December 1969 and January 1970 were: Winnipeg unchanged at 126.2; Vancouver unchanged at 121.0; Halifax +.6 to 122.0; Montreal +.4 to 122.8; Saskatoon-Regina +.1 to 121.3; Ottawa —.1 to 125.4; Toronto +.2 to 126.1; Edmonton-Calgary unchanged at 123.5; Saint John +.4 to 121.5; St. John's +.4 to 120.0.

Wholesale, December 1969

The general wholesale index (1935-39 = 100) rose 0.7 per cent in December to 285.7 from the November index of 283.6, and was 4.1 per cent higher than the December 1968 index of 274.5. Five of the eight major group indexes were higher, and three declined.

The non-ferrous metals products group index moved up 5.1 per cent to 288.7 from 274.8 on higher prices for nickel and domestic lead. A rise of 1.6 per cent to 327.2 from 322.1 in the animal products group index reflected price increases for livestock, fresh and cured meats and eggs. There was an advance of 1.2 per cent to 297.7 from 294.2 in the iron products group index because of price increases for rolling mill products, scrap iron and steel and wire. The chemical products group index moved up to 0.9 per cent to 224.0 from 222.0 on higher prices for soaps and detergents, and paint and paint materials. In the non-metallic minerals products group, the index advanced slightly to 210.3 from 210.1.

The wood products group index moved down 0.9 per cent to 378.9 from 382.4 on price decreases for fir, cedar and spruce. A decrease of 0.4 per cent to 236.9 from 237.8 in the vegetable products group index reflected lower prices for fresh fruits, unmanufactured tobacco, and sugar and its products. The textile products group index declined slightly to 256.6 from 256.7.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 3.6 per cent to 281.5 from 271.8 in the four-week period January 2 to January 30. The animal products index increased 4.5 per cent to 374.8 from 358.8, and the field products index advanced 1.9 per cent to 188.2 from 184.7.

U.S. consumer, December 1969

The U.S. consumer price index (1957-59 = 100) rose 0.6 per cent in December to 131.3 from the November index of 130.5 and was 6.1 per cent higher than the December 1968 index of 123.7, which is the largest increase for any comparable period since November 1951.

About one half of the December 1969 increase was du to higher prices for foods, particularly eggs and fres vegetables. Housing accounted for 25 per cent of th latest increase. Health and medical services showed a increase after declining for several months.

British retail, November 1969

The British general index of retail prices (January 16 1962 = 100) was 133.5 at November 18, compared with 133.2 at October 21, and 126.7 at November 12, 1968.

The index measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in Britain, including practically all wage earners and most small- and medium-salary earners.

Reductions in the average prices of tomatoes and Brussels sprouts were more than offset by increases in the average prices of many other items of food, particularly eggs, pork and cauliflower. The index for foods, the prices of which show significant seasonal variation, declined to 128.4 compared with 129.2. The index for the food group as a whole rose to 132.0, compared with 131.8.

Mainly because of an increase in the average level of rents for dwellings let unfurnished, **the index for the housing group as a whole was 150.0 compared with 149.5**

There were increases in the average levels of prices of many items of clothing and footwear, and the index for the group as a whole rose by 119.7 to 119.2.

Because of rises in the average levels of prices of second-hand cars and of charges for repair and maintenance of motor vehicules, the index for the transport and vehicles group as a whole rose to 124.5, compared with 124.1.

As a result of higher charges for services such as laundering and shoe repairing, and admission to dance halls the index for the services group as a whole was 145.5 compared with 144.8.

General topics

Wage schedules—December

During December, the Department of Labour prepared 197 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 181 contracts in these categories were awarded. In addition, 176 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	1	$10,920.00
R.C.M.P.	1	9,475.00
Supply and Services	93	287,906.80

During December, the sum of $395.06 was collected from one contractor for wage arrears owing his employees as a result of the failure of the contractor, or his subcontractor, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of his contract. This amount is for distribution to the 32 workers concerned.

Unemployment insurance fund

During December, 1969, 23,829 investigations were completed across Canada. Of these, 11,816 were on-premises investigations, and 1,981 were selective investigations to verify the fulfilment of statutory conditions. The remaining 468 formal investigations and 9,564 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,724. Prosecutions were commenced in 246 cases, 244 against claimants and two against others. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in December totalled $53,426,242.57 compared with $56,401,489.56 in November and $55,652,120.58 in December 1968. **Benefits paid in December totalled $33,060,494.99 compared with $27,554,616.54 in November and $30,800,219.41 in December 1968.** The balance in the Fund on December 31, 1969 was $545,782,419.16 compared with $525,416,671.58 in November and $426,134,919.94 at the end of December 1968.

Employment—January

Employment declined 213,000 to 7,499,000 between December and January but was 75,000 higher than in January 1969. The labour force, at 7,984,000, was 111,000 lower than in December, and 93,000 higher than in January a year ago. Unemployment, at 485,000, increased 102,000, a less-than-usual increase for this time of year, and was 18,000 higher than a year ago. The unemployment rate in January, seasonally adjusted, was 4.5 per cent.

Employment

Between December and January, the decline in non-farm employment was 178,000, about average for this time of year. The largest decreases were in trade, 97,000, and construction, 45,000. There were smaller declines in transportation, communication and other utilities, 13,000, public administration, 13,000, and a seasonal drop of 35,000 in farm employment.

Compared with a year earlier, employment in community, business and personal service increased by 107,000. There were smaller gains in transportation, communication and other utilities, 28,000, and finance, insurance and real estate, 25,000. Declines were reported in agriculture, 29,000, trade, 17,000, manufacturing, 15,000, construction, 15,000, and public administration, 14,000.

Regionally, the largest relative annual increase took place in British Columbia, 6.1 per cent. This compared with gains of 1.0 per cent in Québec and 0.8 per cent in Ontario. Employment in the Prairie Provinces was 0.8 per cent below the January 1969 level. There was little change in the Atlantic Region.

Unemployment

Unemployment, at 485,000, was 102,000 higher than in December, and 18,000 more than a year ago.

Of the total unemployed in January, 170,000, or 35 per cent, had been unemployed for less than one month, 40 per cent for one to three months, and 25 per cent for four months or more. Unemployment in January 1970 represented 6.1 per cent of the labour force compared with 5.9 per cent in January 1969 and 6.1 per cent in January 1968.

U.S. employment review

The seasonally adjusted unemployment rate increased to 3.9 per cent of the civilian labour force in January, from a revised 3.5 per cent in December.

The December rate, originally reported as 3.4 per cent, was revised upward because of the use of new seasonal adjustment factors computed on the basis of 1969 data. Such revisions are a regular practice at the beginning of each year.

The January increase raised the unemployment rate to its highest point since October 1967, when it reached a seasonally adjusted 4.2 per cent. The same adjustment procedure that affected the December figure lowered last September's rate of 4 per cent to 3.8 per cent, and revised the original 3.9 per cent for October to 3.8 per cent. Seasonally adjusted non-farm employment in January was 70,649,000, compared with 70,656,000 in December.

Most of the increase in unemployment since mid-1969 has taken place among blue-collar workers. The rate for this group advanced 4.6 per cent in January from 4.3 per cent in December, and only 3.8 per cent at mid-year.

In December, unemployment declined slightly to 3.21 per cent from a high of 3.33 per cent in November. There were an estimated 2,600,000 persons out of work compared with 2,700,000 in the previous month. The seasonally adjusted rate of unemployment was 3.4 per cent, unchanged from November. The civilian labour force in December was 81,416,000.

April credits

Unemployment Insurance Report, p. 298, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 308, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 309, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal Decisions, p. 296, originates with the Legislation Branch of the Department of Labour.

The Best if Not the Most Able, p. 295, originates with the Manpower Utilization Branch, Department of Manpower and Immigration.

Finished at Forty? Who Says? p. 292, was originated by W. G. Lovatt, Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 256, 262, 265, 274, 277, 286, 289, 291, 292, 293, 303. CNR: p. 257, 311. ILO: p. 258, 259. Paul Horsdal, Ottawa: p. 255. Public Archives of Canada: p. 261. Murray MacGowan: p. 314. Montreal Star—Canada Wide: p. 267.

Address change

The Montreal office of the Canada Department of Labour has moved to a new location. The new address is: Canada Department of Labour, Port of Montreal Building, Cité du Havre, Montreal 104, Québec.

Operation retrieval

A stepped-up program to encourage Canadians studying abroad to return to Canada has been announced by Manpower and Immigration Minister Allan MacEachen. A report on the Manpower Department's 1969-70 "Operation Retrieval" indicates a broadening of the scope of the program, the main purpose of which is to ensure that the 15,000 Canadians studying in American and European universities have every opportunity to be considered for jobs in Canada.

Mr. MacEachen noted that, in past years, the program furnished Canadian students abroad with limited labour market information and a listing of Canadian employers. To permit employers in Canada and Canadian scholars abroad to communicate with each other, Operation Retrieval now provides additional labour market information to the students, plus the names and addresses of approximately 700 potential employers who have indicated their interest in considering newly-graduated students for employment.

Replying to a questionnaire, these employers requested that they be listed in a Directory of Employers prepared by the Manpower Department. The Directory lists not only potential employers, but also information on scholarships, students loans, and addresses of Canada Manpower Centres. Students will be asked to complete personal information forms and return them to the Department of Manpower and Immigration in Ottawa. These forms will be mailed to 2,700 Canadian firms, including those listed in the Directory of Employers, and these firms will then be able to contact students directly.

Certification before the CLRB

The Canada Labour Relations Board met for three days during January. It granted seven applications for certification, rejected four, and ordered one representation vote. It allowed the withdrawal of four applications for certification and one application for revocation of certification. During the month, it received seven applications for certification.

Applications for certification granted

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Direct Motor Express (Québec) Limited, Dorval, Que. (L. G., Jan., p. 59).

Public Service Alliance of Canada, on behalf of a unit of operators at Courcellette, Qué., employed by Defence Construction (1951) Limited, Ottawa, Ont. (L. G., Feb., p. 145). Certain of the operators had intervened.

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of highway drivers employed by Imperial Roadways Limited, Winnipeg, Man. (L. G., Feb., p. 145).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed on towboats operated by False Creek Towing Co. Ltd., Vancouver, B.C. (L. G., Mar., p. 221). The Canadian Merchant Service Guild had intervened.

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed on vessels operated by Island Shipping Limited, Toronto, Ont. (L. G., Mar., p. 222).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed on vessels operated by Trans-Lake Shipping Ltd., Toronto, Ont. (L. G., Mar., p. 222).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed on vessels operated by Upper Lakes Shipping Ltd., Toronto, Ont. (L. G., Mar., p. 222).

Applications for certification rejected

International Longshoremen's and Warehousemen's Union, Local 514, applicant, and Western Stevedoring Co. Ltd., Vancouver, B.C., respondent (foremen) (L. G. Nov. 1969, p. 683). (Reasons for judgment published as Supplement No. 1, 1970.) (See also item 2, below.)

International Longshoremen's and Warehousemen's Union, Local 514, applicant, and Empire Stevedoring Co. Ltd., Vancouver, B.C. respondent (foremen) (L. G. Nov. 1969, p. 683). (Reasons for judgment published as Supplement No. 1, 1970.) (See also item 1, above.)

Overseas Communications Union, Local 272, CLC, applicant, Canadian Overseas Telecommunication Corporation, Montreal, Que., respondent (supervisors), T. R. Leslie, et al., interveners, and H. H. LeQuesne, et al., interveners (L. G., Dec. 1969, p. 756). (Reasons for judgment published as Supplement No. 1, 1970.)

National Association of Broadcast Employees and Technicians, applicant, Baton Broadcasting Limited (CFTO-TV), Toronto, Ont., respondent, and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, intervener (L. G., Mar., p. 221). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in a representation vote.

Representation vote ordered

Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, J. B. Baillargeon Express Limitée, Montreal, Qué., respondent, and the Association of Employees of J. B. Baillargeon Express Limitée, intervener (L. G.

Feb., p. 145). The names of the applicant union and the intervener will appear on the ballot (Returning Officer: G. R. Doucet).

Applications for certification withdrawn

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Canadian National Railways, Montreal, Qué., respondent (restaurant employees at Port-aux-Basques, Nfld.) (L. G., Jan., P. 57).

Building Material, Construstion and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Vanmarnel Construction Co. Ltd., Whitehorse, Y.T., respondent (L. G., Jan., p. 58).

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Reimer Express Lines Limited, Winnipeg, Man., respondent (truck drivers, St. Catharines, Ont.) (L. G., Mar., p. 222).

Canadian Merchant Service Guild, applicant, and Falt Towing Ltd., Cowichan Bay, B.C., respondent (masters and mates) (L. G., Mar., p. 222).

Application for revocation withdrawn

Lakehead Freightways Ltd., Port Arthur, Ont., applicant (employees at Sault Ste. Marie, Ont.), and General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L. G., Feb., p. 145).

Applications for certification received

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of W. R. Cameron Limited, St. Catharines, Ont. (Investigating Officer: H. A. Fisher).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of chauffeurs, helpers and dockmen, employed at the Montreal Branch of M. & P. Transport Ltd., Edmonton, Alta. (Investigating Officer: S. T. Payne).

General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Roberval Express Limited, Chambord, Qué. (Investigating Officer: S. T. Payne).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Messagerie Cotiére Limitée, Montreal, Qué. (Investigating Officer: G. R. Doucet).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerks employed in the office of Superintendent of Pensions by Canadian Pacific Railway Company, Montreal, Qué. (Investigating Officer: S. T. Payne).

International Longshoremen's and Warehousemen's Union, Local 502, on behalf of a unit of employees of Westshore Terminals Ltd., Delta, B.C. (Investigating Officer: A. A. Franklin).

Syndicat des Employés de Tessier & Fils Ltée (CSN), on behalf of a unit of employees of Tessier & Fils Ltée, Baie-Comeau, Qué. (Investigating Officer: S. T. Payne).

Conciliation before the minister of labour

During January the Minister of Labour appointed conciliation officers to deal with the following disputes;

New Imperial Mines Ltd., Whitehorse, Y.T., and Local 929, United Steelworkers of America (Conciliation Officer: D. H. Cameron).

Leamington Transport (Western) Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service) Saint John, N.B., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden).

The Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (Conciliation Officer: G. R. Doucet).

Ottawa Transportation Commission, and Amalgamated Transit Union, Division No. 279 (Conciliation Officer: J. S. Gunn).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

The Shipping Federation of Canada, Inc., and the International Longshoremen's Association, Local 273, Saint John, N.B., and Local 269, Halifax, N.S. (Conciliation Officers: C. E. Poirier and C. A. Ogden).

Robin Hood Flour Mills Limited, Port Colborne, Ont., and Canadian Food and Allied Workers (Plant employees) (Conciliation Officer: H. A. Fisher).

Canadian Broadcasting Corporation, and Canadian Union of Public Employees (Conciliation Officers: C. E. Poirier and G. R. Doucet).

National Harbours Board, Port of Montreal, and National Syndicate of Office Employees of the Port of Montreal (CNTU) (Conciliation Officer: S. T. Payne).

Settlements by conciliation officers

Empire Freightways Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395. (L. G., March, p. 218). (Conciliation Officer: A. E. Koppel).

The Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae) (L. G., March, p. 218).

Crown Assets Disposal Corporation, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae) (L. G., March, p. 219).

La Télévision de Québec (Canada) Ltée., Ste. Foy, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L. G., Jan., p. 59).

Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and the United Steelworkers of America (Conciliation Officers: T. B. McRae and K. Hulse) (L. G., Feb., p. 142).

Conciliation boards appointed

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L. G., Jan., p. 59).

Radio Atlantic Limited (Radio Station CFNB) Fredericton, N.B., and National Association of Broadcast Employees and Technicians (L. G., Dec. 1969, p. 754).

Canadian National Steamship Company Limited (S.S. "Prince George"), Vancouver, B.C., and Canadian Merchant Service Guild (L. G., March, p. 218).

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L. G., March, p. 218).

Conciliation board fully constituted

The Board of Conciliation and Investigation established in December to deal with a dispute between Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (L. G., March, p. 219). was fully constituted in January with the appointment of Dr. Noel A. Hall of Vancouver, as chairman. Dr. Hall was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee David E. Hewitt, and union nominee Grant McNeil, both of Vancouver.

Conciliation board reports received

C.P. Air (Commissary Attendants) Vancouver International Airport, and General Truck Drivers and Helpers, Local 31 (L. G., March, p. 219). (Full text in Supplement No. 2, 1970.)

Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., March, p. 219). (Full text in Supplement No. 1, 1970.)

Railway arbitration

Four disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on December 9, 1969. Grievances were dismissed in three of the cases and in the other case, part of the grievance was allowed.

Case No. 191. Dispute between the CPR Transport Department and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the cancelling of a run on a holiday and the subsequent displacement of an employee.

The route was cancelled because of a statutory holiday. The regular driver on the route was allowed to use his seniority and displace an employee on another route. After the holiday, he was told to go back on his regular route but the union contended that he did not have to revert to his original position.

The collective agreement states that "an employee whose position is abolished or who is displaced from his permanent position may displace a junior employee in his local seniority group for whose position he is qualified." The arbitrator said that the position was not abolished although the driver was displaced temporarily. And after the holiday, his regular assignment was no

longer cancelled. Therefore, there was no reason that he should not revert to his regular assignment. The arbitrator dismissed the grievance.

Case No. 192. Dispute between the CPR Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over claims for time not worked because of contracting out.

Two employees had been laid off because of a reduction of staff. The union contended that an article of the agreement was violated by not recalling the men when work was contracted out. The arbitrator found that work had been contracted out and that the company did not increase its work force, leaving it at a reduced level.

The arbitrator referred to other cases involving contracting out and said that the prohibition of contracting out "must be expressly set out in the collective agreement." He found no such prohibition in the contract and decided that there was no violation of the agreement. He dismissed the grievance.

Case No. 193. Dispute between CPR and the United Transportation Union over discipline assessed and the claim by a brakeman for compensation for time he was held out of service during an investigation of an accident.

The brakeman was head-end brakeman on a train when it collided head-on with another train. An investigation was held during which time the brakeman was held out of service from December 2 to December 23. At the end of the investigation, the man was assessed 10 demerit marks. The union contended that he was held out of service for an unnecessarily long time and that his part of the responsibility for the accident was not established.

The arbitrator agreed with the company and said that the discipline was proper but disagreed with the company about the time out of service. He said that the man could have worked during that time except for the three days on which he had to attend the investigation. In his award, the arbitrator dismissed the grievance relating to the 10 demerit marks but stated that the brakeman should be compensated for miles lost as the result of his being held out of service except for the three days of the investigation.

Case No. 194. Dispute between the CPR and the United Transportation Union over claims of two conductors and two crews for extra mileage.

When required to lift a portion of their trains from yard tracks located in the extended portion of a yard, the conductors and crews claimed payment for such service as "trips separate and apart from" their regular trips. The yard in question contains tracks within two subdivisions and the lifting was done in the one subdivision by a crew from the other subdivision. The arbitrator found that it was agreed that crews from either subdivision "could properly perform work in connection with their own trains even though on track within the other's subdivision, provided it was within the confines of the yard. This is proper, since the whole yard constitutes the terminal." In his award, the arbitrator said, "work within the terminal cannot properly be said to be on another subdivision." He dismissed the grievance.

In the October 1969 issue of The Labour Gazette (L. G., Oct. 1969, p. 603), it was reported that the decision in **Case No. 159** would be published at a later date. **The case was subsequently withdrawn from the jurisdiction of the arbitrator and consequently no award of the arbitrator was issued.**

Publications in the library

List No. 253

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

Business

■ **No. 1—American Statistical Association. Business and Economic Statistics Section.** Proceedings, 1968. Papers presented at the annual meeting of the American Statistical Association, Pittsburgh, Pa., August 20-23, 1968, under the sponsorship of the Business and Economic Statistics Section. Washington [1969?]. xi, 495 p.

■ **No. 2—Carlisle, Arthur Elliott.** Cultures in collision; U.S. corporate policy and Canadian subsidiaries. Ann Arbor, Mich., University of Michigan, 1967. xviii, 162 p. "This book is a representation of the author's doctoral dissertation . . . [submitted to] the University of Michigan, 1966." This book aims to identify some of the effects of cultural differences on management and industrial relations policies and practices of U.S.-controlled firms operating in the different cultural and lingual setting of the Province of Québec.

Finance

■ **No. 3—Canada. Prime Minister.** Federal-provincial grants and the spending power of Parliament. Les subventions fédérales-provinciales et le pouvoir de dépenser du Parlement canadien. Ottawa, Queen's Printer, 1969. 59 p. Government of Canada Working paper on the Constitution.

■ **No. 4—National Industrial Conference Board.** High interest rates and tight money, by Patrick J. Davey and Francis J. Walsh, Jr. New York, 1969. 23 p.

Industrial relations

■ **No. 5—Industrial Relations Research Association.** Proceedings of the 1969 annual Spring meeting, May 2-3, 1969, Des Moines, Iowa. Edited by Gerald G. Somers. Madison, 1969. 460-560 p.

■ **No. 6—Joint Conference on Industrial Relations. 3rd, Charlottetown, P.E.I., 1969.** Third joint conference . . . Charlottetown, P.E.I., April 11, 1969. Conference theme: "Continuing communications." [Ottawa] Published by Labour-Management Consultation Branch, Canada Dept. of Labour, 1969. 125 p.

■ **No. 7—Joint Labour-Management Study Conference, Dalhousie University, Halifax.** 6th, 1967. The Sixth Nova Scotia Labour-Management Study Conference; points of agreement, proceedings and addresses of November 23-24, 1967. Halifax, Institute of Public Affairs, Dalhousie University, 1968. xv, 65 p. Some of the topics discussed were conciliation, strikes and their settlement, industrial relations in Sweden, and, productivity.

■ **No. 8—Wood, William Donald.** The current industrial relations scene in Canada. Kingston, Ont., Industrial Relations Centre, Queen's University, 1969. 1 v. (looseleaf). "Background material for presentations at 'Industrial Relations—1968'—annual one-week industrial relations seminar conducted by the Industrial Relations Centre, Queen's University, Kingston, Ontario." Contents. The current Canadian economic environment. The behaviour of Canadian wages and salaries in the post-war period. Manpower trends and manpower planning. Government legislation and public policy. Trade union developments. White-collar unionism. Collective bargaining patterns and trends. Conclusions. Consists of photocopies of published material, with a summary outline for each section.

Labour supply

■ **No. 9—Adams, Leonard Palmer.** The public Employment Service in transition, 1933-1968; evolution of a placement service into a manpower agency. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1969. xv, 246 p.

■ **No. 10—Kingston, Ont. Queen's University. Industrial Relations Centre.** Manpower management in Canada, a selected bibliography, by C. Brian Williams. Kingston, 1968. 121 p.

■ **No. 11—National Industrial Conference Board.** Manufacturing employment by type of location; an examination of recent trends, by Daniel Creamer, assisted by Walter B. Brown. New York, 1969. 120 p.

■ **No. 12—U.S. Bureau of Labor Statistics.** Tomorrow's manpower needs; national manpower projections and a guide to their use as a tool in developing State and area manpower projections. Washington [G.P.O. 1969] 4v. Contents: v.1. Developing area manpower projections. v.2. National trends and outlook: industry employment and occupational structure. v.3. National trends and outlook: occupational employment. v.4. The National industry-occupational matrix and other manpower data.

Social security

■ **No. 13—Black, Edwin R.** Minimum annual income plans: the issues and a proposal. Ottawa, Research Office of the Progressive Conservative Party, 1969. 20 p.

■ **No. 14—Kelly, Laurence Alexander.** Emerging social security issues. Kingston, Ont., Industrial Relations Centre, Queen's University, 1969. iv, 22 p.

■ **No. 15—Thur, Otto E.** Some observations on: Social policies for Canada, part 1. Montreal, Canadian Chamber of Commerce, 1969. 24 p. Comments on the Canadian Welfare Council's publication, Social policies for Canada, part 1, which touches on the guaranteed annual income, among other topics.

Wages and hours

■ **No. 16—New Brunswick. Department of Labour.** Survey of wage and salary rates, 1968. Fredericton, 1969. viii, 59 p.

■ **No. 17—U.S. Bureau of Labor Statistics.** Summary of manufacturing production workers earnings series, 1939-68. Washington [G.P.O.] 1969. 17 p.

Women

■ **No. 18—Australia. Women's Bureau.** Facts and figures. Rev. ed. Melbourne, 1968. 47 p.

■ **No. 19—[Conference on Sex Discrimination in Employment Practices, University of California at Los Angeles,** 1968] Sex discrimination in employment practices; a report from the Conference held at University Extension, University of California at Los Angeles in cooperation with Personnel and Industrial Relations Association, inc., and Women's Bureau, U.S. Department of Labor [Thursday, September 19, 1968. Washington, G.P.O., 1969]. 34 p.

■ **No. 20—National Conference of Commissions on the Status of Women. 4th, Washington, D.C., 1968.** 1968: time for action; highlights of the fourth National Conference of Commissions on the Status of Women, Washington, D.C., June 20-22, 1968. Washington, GPO, 1969. Conference cosponsored by the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women.

Workmen's compensation

■ **No. 21—Canada, Department of Labour. Legislation Branch.** Workmen's compensation in Canada. Ottawa, Queen's Printer, 1969. vii, 111 p. "The study [is] a complete revision of its predecessor Workmen's Compensation in Canada: a Comparison of Provincial Laws, which was issued annually by the Department of Labour for many years . . . The study describes the laws as they were on December 31, 1967." To be brought up to date by an annual supplement. See note on p. [iv]. Title in French: La réparation des accidents au Canada.

■ **No. 22—New York (State). Workmen's Compensation Board.** Digests of laws administered by the Workmen's Compensation Board; including questions and answers, forms and charts. Rev. ed. [Albany] 1969. 243 p. Cover title: Digests of laws: the Workmen's compensation law; the Disability benefits law; Workmen's compensation for civil defense volunteers; the Volunteer firemen's benefit law.

Miscellaneous

■ **No. 23—National Industrial Conference Board.** Education, training, and employment of the disadvantaged. New York, 1969. vii, 76 p.

■ **No. 24—Teach-In on the Black Man in Nova Scotia, St. Francis Xavier University,** Antigonish, N.S., 1969. The Black man in Nova Scotia; Teach-In report, St. F.X. University, January, 1969. Antigonish, N.S., St. Francis Xavier University, 1969. 46 p. The Teach-In which took place January 24-25, 1969 was sponsored by the X-Project, a student volunteer organization at St. Francis Xavier University engaged in social action work with minority groups in the area around the University. The reasons for holding the Teach-In were to give Black people an opportunity to discuss their problems, and to inform students of a pressing social problem in Nova Scotia.

■ **No. 25—U.S. Bureau of Labor Statistics.** Retail prices of food, 1964-68; indexes and average prices. Washington, GPO, 1969. 62 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended January 17, 1970		7,984	− 1.4	+ 1.2
Employed		7,499	− 2.8	+ 1.0
Agriculture		422	− 7.7	− 6.4
Non-agriculture		7,077	− 2.5	+ 1.5
Paid workers		6,521	− 3.0	+ 1.1
At work 35 hours or more		5,905	− 5.1	—
At work less than 35 hours		1,285	+ 0.7	+ 6.8
Employed but not at work		309	+45.1	− 2.8
Unemployed		485	+26.6	+ 3.9
Atlantic		62	+34.8	− 1.6
Québec		178	+17.1	− 4.8
Ontario		124	+30.5	+11.7
Prairie		60	+36.4	+13.2
British Columbia		61	+32.6	+15.1
Without work and seeking work		423	+20.9	− 1.4
On temporary layoff up to 30 days		62	+87.9	+63.2
INDUSTRIAL EMPLOYMENT (1961 = 100)†	December	126.8	− 2.4	+ 3.1
Manufacturing employment (1961 = 100)†	December	123.4	− 2.4	+ 1.6
IMMIGRATION	1st 9 mos.	119,692	—	−12.2
Destined to the labour force	1st 9 mos.	63,124	—	−10.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	January	57	−14.9	−10.9
No. of workers involved	January	8,429	−28.1	−16.1
Duration in man days	January	102,840	−25.6	−18.2
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	December	117.07	− 3.6	− 6.2
Average hourly earnings (mfg.)†	December	$ 2.96	+ 2.8	+ 9.6
Average weekly hours paid†	December	36.9	− 8.7	− 2.9
Average weekly wages (mfg.)†	December	$109.04	− 6.1	+ 6.3
Consumer price index (1961 = 100)	January	128.2	+ 0.2	+ 4.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	November	122.0	+ 0.7	+ 2.2
Total labour income (Millions of dollars)†	December	3,360.4	− 2.4	+11.6
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	December	171.5	+ 1.4	+ 3.4
Manufacturing	December	170.2	+ 0.5	+ 2.4
Durables	December	190.5	+ 0.7	+ 2.3
Non-durables	December	153.6	+ 0.3	+ 2.6
NEW RESIDENTIAL CONSTRUCTION**				
Starts	December	11,617	− 7.5	−23.6
Completions	December	12,716	−16.5	− 0.2
Under construction	December	114,386	− 1.1	+ 7.1

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended January 17, 1970

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	7,984	623	2,232	2,982	1,306	841
Men	5,436	429	1,549	2,000	893	565
Women	2,548	194	683	982	413	276
14-19 years	706	58	199	229	140	80
20-24 years	1,204	120	379	408	186	111
25-44 years	3,486	239	997	1,344	532	374
45-64 years	2,401	192	611	926	414	258
65 years and over	187	14	46	75	34	18
EMPLOYED	7,499	561	2,054	2,858	1,246	780
Men	5,055	375	1,407	1,906	845	522
Women	2,444	186	647	952	401	258
Agriculture	422	19	84	106	194	19
Non-agriculture	7,077	542	1,970	2,752	1,052	761
Paid workers	6,521	496	1,792	2,566	969	698
Men	4,266	327	1,206	1,699	609	455
Women	2,255	169	586	897	360	243
UNEMPLOYED	485	62	178	124	60	61
Men	381	54	142	94	48	43
Women	104	*	36	30	12	18
PERSONS NOT IN LABOUR FORCE	6,857	753	2,018	2,329	1,094	663
Men	1,919	253	548	620	316	182
Women	4,938	500	1,470	1,709	778	481

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended January 17, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,841	2,459	4,211	1,173	4,308	1,134	1,556
LABOUR FORCE	7,984	706	3,983	910	1,441	757	187
Employed	7,499	604	3,793	795	1,399	729	179
Unemployed	485	102	190	115	42	28	**
NOT IN LABOUR FORCE	6,857	1,753	228	263	2,867	377	1,369
PARTICIPATION RATE†							
1970—January 17	53.8	28.7	94.6	77.6	33.4	66.8	12.0
1969—December 13	54.7	30.8	95.0	78.5	34.2	66.6	12.6
UNEMPLOYMENT RATE‡							
1970—January 17	6.1	14.4	4.8	12.6	2.9	3.7	**
1969—December 13	4.7	10.4	3.9	9.1	2.5	2.8	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended January 17, 1970

	January 1970	December 1969	January 196
	(in thousands)		
TOTAL UNEMPLOYED	485	383	46
On temporary layoff up to 30 days	62	33	3
Without work and seeking work	423	350	42
Seeking:			
Full-time work	401	328	40
Part-time work	22	22	2
Under 1 month	108	106	12
1-3 months	194	149	18
4-6 months	67	49	5
More than 6 months	54	46	6

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	Monthly Totals									
	(millions of dollars)									
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1969—Total††	908	10,085	3,323	463	2,859	689	5,661	13,167	2,038	39,471
1968—December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.2	3,257.6
June	75.8	859.3	280.8	43.6	240.3	58.7	477.5	1,106.0	188.6	3,359.6
July	74.1	846.2	287.3	47.0	262.0	59.2	469.0	1,142.7	182.4	3,403.6
August	72.8	850.6	294.3	46.9	280.8	60.3	469.0	1,139.3	179.7	3,429.6
September	71.6	868.3	289.3	48.1	285.4	59.9	485.5	1,137.4	175.0	3,451.7
October*	73.2	863.9	284.6	46.6	278.6	59.7	494.0	1,140.9	172.0	3,438.0
November†	76.7	870.6	283.3	44.2	263.2	60.1	507.2	1,154.2	162.2	3,441.5
December††	81.3	855.9	273.2	37.4	219.7	59.9	511.7	1,144.7	158.8	3,360.4
Seasonally Adjusted										
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1969—Total ††	908	10,085	3,323	463	2,859	689	5,661	13,167	2,038	39,471
1968—December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January*	76.4	809.4	272.2	28.4	219.5	54.7	448.8	1,026.7	160.1	3,119.4
February*	77.1	817.7	268.8	30.5	236.3	52.1	452.3	1,047.6	162.9	3,168.3
March*	78.1	826.4	273.6	39.3	228.8	54.9	457.8	1,048.7	164.2	3,194.9
April*	78.4	827.0	271.4	41.3	233.7	57.0	459.7	1,057.8	165.6	3,215.0
May*	74.9	837.9	271.8	41.2	227.2	57.7	465.7	1,090.7	168.6	3,258.5
June*	73.7	844.7	275.9	40.3	225.7	58.1	471.1	1,089.1	171.9	3,273.8
July*	72.8	849.4	277.6	41.3	233.4	57.9	468.7	1,134.2	172.5	3,330.2
August*	71.6	836.9	285.2	40.5	245.3	58.5	471.5	1,132.9	173.1	3,338.3
September*	71.9	849.4	280.8	40.3	250.5	58.9	485.2	1,121.4	173.6	3,355.2
October*	73.4	848.4	281.2	39.6	244.9	59.2	489.8	1,131.1	174.3	3,365.0
November†	76.8	863.4	283.1	38.1	251.2	59.7	495.1	1,146.5	175.2	3,413.2
December††	82.6	874.0	281.3	42.6	261.9	60.2	495.5	1,140.9	176.4	3,439.4

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at October 196 employers in the principal non-agricultural industries reported a total employment of 3,848,729. Table C-3 gives estimates of total em ployment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more person and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewha smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—October	126.0	144.3	112.90	124.6	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September*	130.3	154.0	120.49	127.0	154.0	125.62
October†	129.8	154.5	120.89	126.3	154.7	126.17

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Oct. 1969	Sept. 1969	Oct. 1968	Oct. 1969	Sept. 1969	Oct. 1968
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	123.4	125.2	121.5	99.42	99.37	91.13
Newfoundland	128.5	132.7	128.2	108.18	107.13	99.53
Prince Edward Island	144.6	146.5	147.2	79.49	79.51	68.77
Nova Scotia	118.8	119.7	116.8	97.02	98.40	89.67
New Brunswick	123.6	125.0	120.4	98.40	97.25	89.56
Québec	123.8	124.3	120.9	118.77	117.97	110.49
Ontario	132.5	132.1	129.8	124.60	124.15	117.34
Prairie Region	129.9	131.2	124.1	114.52	114.46	106.43
Manitoba	122.1	122.6	118.6	109.20	109.68	103.25
Saskatchewan	119.4	122.4	121.2	109.26	108.45	104.75
Alberta	140.8	142.1	129.9	120.27	120.07	109.54
British Columbia	142.0	143.5	131.9	133.12	133.76	123.31
Canada	129.8	130.3	126.0	120.89	120.49	112.89
URBAN AREAS						
St. John's	140.1	142.6	146.0	94.18	94.19	88.84
Halifax	124.8	123.6	118.2	98.99	100.19	92.73
Sydney	92.5	92.7	101.9	104.49	102.55	97.38
Moncton	138.3	135.0	124.6	95.58	94.68	86.45
Saint John	115.1	113.5	111.1	100.06	100.13	91.36
Chicoutimi	115.2	114.6	109.9	135.84	134.17	127.16
Montreal	125.5	125.6	123.4	119.30	119.28	112.31
Québec	121.6	121.1	119.4	104.66	103.85	95.01
Shawinigan	94.1	94.6	99.4	120.13	120.30	111.95
Sherbrooke	119.8	120.2	118.0	101.01	101.38	95.08
Trois-Rivières	119.1	119.4	112.6	113.99	111.69	103.63
Ottawa-Hull	142.1	141.0	133.6	113.61	113.41	105.10
Belleville	129.5	129.5	124.7	107.05	104.24	98.53
Brampton	278.5	291.7	267.2	121.31	124.05	116.43
Brantford	139.5	141.3	132.2	110.78	110.97	106.26
Fort William-Port Arthur	125.6	127.0	126.3	120.22	117.64	111.14
Guelph	143.2	143.6	138.5	115.35	114.39	107.31
Hamilton	122.1	110.3	119.3	126.29	122.65	120.54
Kingston	128.3	129.0	124.2	116.74	116.10	110.01
Kitchener	160.3	159.6	150.3	111.07	110.84	104.59
London	128.9	128.6	124.9	115.19	115.67	108.86
Niagara Falls	120.1	125.4	113.5	112.40	111.94	105.35
Oshawa	147.2	147.6	142.3	138.74	143.57	146.89
Peterborough	148.2	144.6	138.4	126.52	124.93	116.57
Sarnia	145.4	145.5	144.3	156.47	161.97	149.35
Sault Ste. Marie	66.3	71.2	121.5	128.25	126.42	127.20
Sudbury	55.8	56.3	120.7	131.20	128.49	139.06
St. Catharines	145.4	148.9	143.9	134.30	134.85	130.67
Timmins	72.2	72.9	74.0	110.39	110.72	99.39
Toronto	138.1	137.3	132.2	126.84	126.20	117.68
Welland	102.3	101.7	108.5	140.74	140.78	132.16
Windsor	159.7	162.6	158.2	146.93	148.17	136.96
Winnipeg	126.2	125.1	119.4	102.12	102.12	95.43
Regina	125.2	127.1	125.9	105.40	105.54	99.96
Saskatoon	142.4	146.6	147.4	103.08	102.15	100.10
Calgary	151.7	152.6	137.5	119.84	120.13	107.92
Edmonton	149.9	149.8	138.1	114.28	114.72	104.51
Vancouver	142.7	143.6	132.5	127.56	128.70	118.64
Victoria	138.4	139.4	121.3	112.34	112.41	103.54

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Tot Spec fie Indu tri
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
October 1969*	—	113.7	888.1	823.9	431.2	—	1,105.5	301.4	1,127.7	713.3	425.7	6,685
September1969*	80.0	113.4	901.0	819.6	430.7	685.9	1,094.7	300.8	1,109.9	719.0	433.6	6,697
October 1968..	71.7	120.6	870.9	802.9	403.1	654.4	1,009.7	284.9	1,099.6	630.1	406.9	6,362
NEWFOUNDLAND												
September1969*	2.8	5.6	11.4	1.9	10.2	14.9	16.9	2.2	22.0	9.2	8.4	105
August 1969†	2.8	5.4	12.3	2.1	10.6	14.8	18.2	2.3	22.0	9.5	8.8	108
September1968..	2.6	5.8	10.3	2.1	10.7	13.9	16.7	2.0	23.9	8.3	8.3	104
PRINCE EDWARD ISLAND												
September1969*	0.1	—	2.6	0.5	2.3	3.3	4.9	0.6	6.3	2.6	2.3	25
August 1969†	0.1	—	2.8	0.5	2.3	3.3	4.5	0.6	6.1	2.7	2.4	25
September1968..	—	—	2.6	0.5	2.4	3.6	4.6	0.6	5.9	1.8	2.7	24
NOVA SCOTIA												
September1969*	2.6	5.7	19.4	15.5	16.9	21.4	34.9	7.0	42.6	17.1	21.4	204
August 1969†	2.6	5.7	20.2	15.7	16.9	23.3	33.9	7.1	40.0	18.2	22.5	206
September1968..	2.8	6.9	19.4	15.0	15.8	21.4	32.4	6.6	37.2	15.1	20.3	192
NEW BRUNSWICK												
September1969*	8.0	2.5	20.7	11.6	13.8	21.6	26.3	4.8	31.4	11.0	13.9	165
August 1969†	8.7	2.6	21.3	11.9	13.1	21.4	26.6	4.7	29.8	11.5	12.8	164
September1968..	9.2	2.6	18.9	10.9	10.1	20.4	25.1	4.5	30.0	10.5	11.5	153
QUÉBEC												
September1969*	26.5	26.0	336.6	204.3	96.4	188.6	273.0	84.0	310.0	181.3	94.3	1,820
August 1969†	26.2	26.6	340.1	204.0	94.9	188.1	269.4	85.1	304.1	185.8	97.5	1,821
September1968..	25.7	25.7	327.5	201.1	96.6	185.3	245.0	79.2	295.6	163.4	88.0	1,733
ONTARIO												
September1969*	11.9	23.7	387.7	450.1	166.7	223.6	431.7	131.3	402.5	290.2	174.7	2,694
August 1969†	11.6	25.3	388.5	451.6	170.9	222.6	421.4	132.1	397.0	300.3	178.0	2,699
September1968..	11.3	35.5	380.2	452.2	159.9	212.3	388.9	122.2	394.2	261.2	171.8	2,589
MANITOBA												
September1969*	1.0	7.6	28.9	23.2	19.2	47.7	60.9	13.6	51.7	34.8	20.7	308
August 1969†	1.2	7.8	29.1	22.9	20.3	48.6	56.3	13.6	48.9	35.0	21.3	304
September1968..	0.9	6.9	28.3	20.4	18.9	47.5	53.3	12.9	50.9	30.2	20.0	290
SASKATCHEWAN												
September1969*	0.5	5.9	10.2	5.5	14.7	27.5	39.6	8.1	47.1	21.6	20.4	201
August 1969†	0.6	6.0	10.7	5.8	15.3	27.4	39.6	8.6	46.1	22.1	21.5	203
September1968..	0.4	5.1	10.3	5.6	17.2	27.2	39.7	8.2	44.4	20.0	18.4	196
ALBERTA												
September1969*	2.0	22.1	28.1	26.7	43.0	54.8	87.9	19.3	91.3	61.9	34.1	471
August 1969†	2.3	23.6	28.4	27.2	45.6	54.6	87.2	19.1	87.2	63.7	34.8	473
September1968..	2.1	20.4	26.8	23.6	39.5	50.9	80.7	17.8	88.2	53.2	33.1	436
BRITISH COLUMBIA												
September1969*	24.7	11.3	55.1	80.2	46.9	80.6	117.3	29.7	103.6	87.6	40.8	677
August 1969†	25.4	11.8	57.6	79.6	47.9	85.0	116.3	30.2	97.9	92.7	41.6	685
September1968..	21.3	9.8	54.3	72.9	39.1	79.6	106.5	28.3	99.3	75.6	38.6	625

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizatio and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal servi (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 720-08).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	October 1969	September 1969	October 1968	October 1969	September 1969	October 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	101.3	101.7	110.1	153.02	149.80	143.01
Metals	85.0	84.8	102.6	152.22	149.25	144.05
Mineral fuels	100.9	100.4	102.6	162.96	162.13	147.94
Non-metals except fuels	132.9	135.8	121.4	146.78	139.15	133.97
Quarries and sand pits	128.6	132.3	112.9	135.52	135.68	122.78
Services incidental to mining	159.4	161.3	161.8	154.80	150.95	146.71
MANUFACTURING	126.3	127.0	124.6	126.17	125.62	118.08
Durable goods	137.5	136.2	134.7	135.92	136.52	128.34
Non-durable goods	117.3	119.5	116.4	116.92	115.55	108.48
Food and beverages	111.6	119.0	113.5	110.07	108.31	101.77
Foods	111.3	119.7	113.3	106.18	104.60	98.58
Beverages	113.9	114.8	114.6	134.03	132.71	121.61
Tobacco processing and products	87.7	87.6	91.0	140.72	139.43	125.52
Rubber products	121.7	120.3	124.7	135.63	130.17	124.33
Leather products	95.6	97.1	100.5	81.68	81.18	76.73
Textile products	119.8	119.3	120.7	104.94	105.29	97.73
Knitting mills	118.0	117.8	118.5	80.16	79.66	74.63
Clothing	111.0	111.9	110.3	78.10	76.29	72.69
Wood products	112.3	114.2	111.5	113.75	114.77	107.28
Furniture and fixtures	139.8	139.7	132.1	104.92	104.31	97.99
Paper and allied industries	123.5	124.3	118.4	146.56	145.16	136.38
Printing, publishing and allied industries	117.1	117.1	114.5	131.49	130.64	123.12
Primary metal industries	110.9	100.5	126.3	150.57	150.33	142.05
Metal fabricating industries	139.4	137.8	133.8	132.12	133.97	123.21
Machinery, except electrical	155.2	154.7	139.3	143.72	141.87	132.09
Transportation equipment	159.7	162.4	153.8	151.12	154.29	146.47
Electrical products	153.6	153.2	146.7	128.43	127.84	119.43
Non-metallic mineral products	124.5	125.9	119.2	135.33	135.79	126.77
Petroleum and coal products	103.4	103.1	102.5	181.93	183.28	170.34
Chemicals and chemical products	121.0	120.8	118.9	142.53	141.68	132.92
Miscellaneous manufacturing industries	156.5	157.3	145.3	106.83	106.41	100.31
CONSTRUCTION	133.0	134.8	131.9	159.38	159.67	143.17
Building	142.8	144.1	139.3	157.43	157.72	140.14
Engineering	116.1	118.7	119.5	163.49	163.74	148.74
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.9	114.9	111.5	137.09	135.54	125.40
Transportation	108.5	111.1	108.3	136.33	134.10	123.74
Storage	109.4	110.0	113.0	121.77	119.30	111.81
Communication	122.2	123.0	117.7	130.16	130.40	121.09
TRADE	141.2	138.6	132.6	95.00	95.15	88.16
Wholesale trade	132.3	131.4	125.1	120.21	119.17	111.24
Retail trade	146.0	142.5	136.7	82.41	82.95	76.48
FINANCE, INSURANCE AND REAL ESTATE	140.9	140.0	132.2	113.99	113.27	108.34
Financial institutions	146.2	145.0	135.3	112.45	111.50	106.57
Insurance and real estate	133.8	133.2	128.1	116.25	115.85	110.85
SERVICE	178.3	179.2	162.8	84.87	84.55	80.07
Recreational services	162.7	167.1	149.1	83.14	83.33	70.46
Business services	193.9	195.0	180.0	131.24	130.39	123.32
Personal services	163.7	165.7	150.4	62.89	62.53	59.35
Miscellaneous services	218.1	212.4	189.8	86.07	86.61	85.59
INDUSTRIAL COMPOSITE	129.8	130.3	126.0	120.89	120.49	112.89

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1969	Sept. 1969	Oct. 1968	Oct. 1969	Sept. 1969	Oct. 1968	Oct. 1969	Sept. 1969	Oct 196
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.0	41.6	42.1	3.30	3.25	3.14	138.57	135.24	132.3
Metals	41.0	41.1	41.5	3.41	3.33	3.28	139.60	136.85	136.1
Mineral fuels	42.7	41.8	42.0	2.97	2.97	2.65	126.65	123.81	111.5
Non-metals, except fuels	44.0	42.0	43.2	3.20	3.15	2.95	140.63	132.12	127.4
Quarries and sand pits	46.8	47.4	48.7	2.83	2.84	2.46	132.76	134.91	119.8
Services incidental to mining	40.7	40.4	41.6	3.58	3.55	3.43	145.82	143.09	142.6
MANUFACTURING	40.4	40.7	40.9	2.85	2.82	2.64	115.13	114.89	108.2
Durable goods	41.1	41.6	41.8	3.06	3.05	2.86	125.60	126.95	119.6
Non-durable goods	39.8	39.9	40.0	2.63	2.59	2.42	104.74	103.38	96.8
Food and beverages	39.1	40.1	39.4	2.53	2.43	2.32	98.90	97.37	91.4
Foods	38.9	40.0	39.3	2.44	2.35	2.25	95.21	94.05	88.6
Beverages	40.6	40.5	40.0	3.15	3.10	2.86	127.83	125.57	114.2
Tobacco processing and products	38.2	37.9	36.9	3.42	3.41	3.08	130.55	129.35	113.8
Rubber products	42.4	41.4	42.6	3.06	2.97	2.76	129.70	122.96	117.5
Leather products	38.2	38.3	39.1	1.93	1.92	1.79	73.81	73.40	70.0
Textile products	41.1	41.2	41.8	2.27	2.27	2.08	93.24	93.56	86.8
Miscellaneous textiles	39.0	41.8	40.6	2.36	2.55	2.18	92.05	106.58	88.4
Knitting mills	40.9	40.5	41.5	1.74	1.74	1.59	71.14	70.44	66.1
Clothing	37.4	36.5	37.4	1.90	1.90	1.77	71.14	69.28	66.1
Wood products	39.3	39.6	40.6	2.75	2.76	2.53	108.17	109.21	102.5
Furniture and fixtures	42.5	42.7	43.0	2.29	2.27	2.12	97.28	97.24	91.1
Paper and allied industries	41.4	41.2	41.4	3.35	3.32	3.09	138.44	137.01	127.9
Pulp and paper mills	41.5	41.4	41.4	3.66	3.63	3.39	151.66	150.17	140.2
Printing, publishing and allied industries	38.3	38.3	38.7	3.39	3.38	3.13	130.00	129.55	121.4
Primary metal industries	41.0	41.0	41.5	3.41	3.37	3.23	139.71	138.04	134.0
Iron and steel mills	40.3	40.4	41.2	3.63	3.56	3.39	146.18	144.03	139.7
Metal fabricating industries	40.8	41.7	41.4	3.05	3.05	2.81	124.42	127.09	116.3
Machinery, except electrical	41.4	41.0	41.4	3.23	3.22	2.94	133.50	131.78	121.8
Transportation equipment	41.8	42.8	43.1	3.37	3.40	3.21	140.92	145.31	138.4
Aircraft and parts	42.4	43.1	42.1	3.40	3.41	3.04	143.99	147.07	128.0
Motor vehicles	41.8	42.7	44.1	3.49	3.52	3.37	145.79	150.53	148.4
Assembling	43.0	44.1	45.7	3.78	3.81	3.63	162.37	168.10	165.8
Parts and accessories	40.9	41.7	42.8	3.30	3.33	3.19	134.96	138.87	136.5
Shipbuilding and repairing	39.7	41.5	39.6	3.34	3.36	3.07	132.93	139.49	121.5
Electrical products	40.4	40.9	40.7	2.75	2.75	2.54	111.12	112.56	103.2
Communications equipment	40.7	40.7	40.3	2.71	2.72	2.42	110.09	110.51	97.8
Non-metallic mineral products	43.0	43.4	44.0	3.02	3.03	2.75	129.73	131.26	121.0
Petroleum and coal products	40.9	43.0	42.3	3.88	3.82	3.67	158.69	164.22	155.3
Chemical and chemical products	41.1	41.0	41.1	3.05	3.04	2.84	125.54	124.54	117.0
Miscellaneous manufacturing industries	40.7	40.7	40.8	2.27	2.26	2.10	92.49	92.14	85.7
CONSTRUCTION	41.2	42.0	41.6	3.86	3.78	3.39	158.77	158.81	141.0
Building	39.2	39.8	39.5	3.99	3.94	3.49	156.56	157.03	137.7
General contractors	39.4	40.3	39.2	3.90	3.88	3.36	153.67	156.67	131.7
Special trade contractors	39.0	39.4	39.8	4.07	3.99	3.59	158.83	157.32	142.7
Engineering	45.4	46.6	45.7	3.60	3.49	3.21	163.51	162.52	147.0
Highways, bridges and streets	45.7	48.6	46.3	3.07	3.04	2.71	140.40	147.49	125.7
Other engineering	45.1	44.4	45.2	4.14	4.02	3.71	186.49	178.71	167.5
OTHER INDUSTRIES									
Urban transit	42.3	41.4	42.3	3.51	3.49	3.29	148.79	144.42	139.1
Highway and bridge maintenance	39.7	39.9	39.0	2.65	2.61	2.42	105.26	104.24	94.3
Laundries, cleaners and pressers	37.6	37.5	37.9	1.67	1.64	1.55	62.82	61.33	58.7
Hotels, restaurants and taverns	31.8	31.9	32.8	1.66	1.64	1.53	52.85	52.47	50.1

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
Last Pay Period in					
1968—October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September*	40.7	2.82	114.89	154.3	121.7
October†	40.4	2.85	115.13	154.6	121.4

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Oct. 1969	Sept. 1969	Oct. 1968	Oct. 1969	Sept. 1969	Oct. 1968
				$	$	$
Newfoundland	37.7	41.5	39.8	2.45	2.24	2.18
Nova Scotia	39.2	40.5	38.9	2.27	2.23	2.08
New Brunswick	39.1	40.0	40.6	2.39	2.30	2.13
Québec	41.5	41.5	41.7	2.55	2.54	2.36
Ontario	40.5	40.9	41.2	3.00	2.96	2.79
Manitoba	40.1	39.8	39.7	2.53	2.52	2.37
Saskatchewan	40.1	40.2	40.1	2.95	2.91	2.84
Alberta	39.9	39.7	39.5	2.98	3.00	2.70
British Columbia	37.1	37.6	37.9	3.56	3.56	3.27

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contac with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemploymen Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistica Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature c the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—October	5,541,000	5,261,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500

Table E-4—Benefit Payments, by Province, November 1969

Province	Weeks Paid	Amount o Benef Pai
Newfoundland	30,610	974,75
Prince Edward Island	2,850	82,26
Nova Scotia	39,440	1,279,39
New Brunswick	32,807	961,04
Québec	268,611	8,879,07
Ontario	279,792	9,512,67
Manitoba	26,028	824,06
Saskatchewan	23,683	746,38
Alberta	30,274	975,93
British Columbia	96,562	3,319,01
Total, Canada, November 1969	830,657	27,554,61
Total, Canada, October 1969	784,836	25,526,51
Total, Canada, November 1968	744,644	20,622,84

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	November 1969			November 1968		
	Total*	Initial	Renewal	Total	Initial	Renewa
Canada	165,299	122,014	43,285	170,844	124,686	46,15
Newfoundland	7,478	5,948	1,530	8,899	6,832	2,06
Prince Edward Island	1,045	844	201	1,507	1,242	26
Nova Scotia	6,423	4,860	1,563	8,153	6,233	1,92
New Brunswick	6,969	5,489	1,480	9,284	7,252	2,03
Québec	52,363	38,826	13,537	56,072	39,210	16,86
Ontario	50,466	36,248	14,218	44,747	33,090	11,65
Manitoba	6,521	4,973	1,548	6,715	5,060	1,65
Saskatchewan	6,425	4,764	1,661	6,189	4,756	1,43
Alberta	7,691	5,692	1,999	8,174	6,045	2,12
British Columbia	19,918	14,370	5,548	21,104	14,966	6,13

* In addition, revised claims received numbered 9,445

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim. Province and Sex, at November 28, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Nov. 29, 1968
		1-4	5-13	14-26	27 or more*	
Canada	349,198	177,974	83,256	50,781	37,187	341,604
Male	222,341	127,719	48,806	26,593	19,223	221,439
Female	126,857	50,255	34,450	24,188	17,964	120,165
NEWFOUNDLAND	13,644	8,370	2,628	1,647	999	14,370
Male	11,166	7,331	2,062	1,165	608	11,889
Female	2,478	1,039	566	482	391	2,481
PRINCE EDWARD ISLAND	1,487	815	305	293	74	2,265
Male	1,039	693	162	150	34	1,567
Female	448	122	143	143	40	698
NOVA SCOTIA	15,144	6,983	3,464	2,425	2,272	15,103
Male	11,172	5,274	2,517	1,685	1,696	10,897
Female	3,972	1,709	947	740	576	4,206
NEW BRUNSWICK	14,330	7,838	3,272	1,892	1,328	14,503
Male	9,252	5,349	1,867	1,150	886	9,811
Female	5,078	2,489	1,405	742	442	4,692
QUÉBEC	117,874	58,030	29,820	15,914	14,110	116,902
Male	77,084	42,525	18,728	8,604	7,227	81,302
Female	40,790	15,505	11,092	7,310	6,883	35,600
ONTARIO	107,386	52,288	25,170	18,316	11,612	97,779
Male	61,795	33,841	13,220	9,082	5,652	53,196
Female	45,591	18,447	11,950	9,234	5,960	44,583
MANITOBA	12,572	7,351	2,623	1,373	1,225	12,674
Male	8,098	5,638	1,214	697	549	7,902
Female	4,474	1,713	1,409	676	676	4,772
SASKATCHEWAN	11,121	5,647	3,165	1,360	949	9,469
Male	7,880	4,655	2,058	656	511	6,605
Female	3,241	992	1,107	704	438	2,864
ALBERTA	14,229	8,132	3,104	1,770	1,223	15,022
Male	8,740	5,969	1,545	672	554	9,553
Female	5,489	2,163	1,559	1,098	669	5,469
BRITISH COLUMBIA	41,411	22,520	9,705	5,791	3,395	43,517
Male	26,115	16,444	5,433	2,732	1,506	28,717
Female	15,296	6,076	4,272	3,059	1,889	14,800

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
				(1949 = 100)				
1970—January	165.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—January, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Jan. 70	Dec. 69	Jan. 69							
					(1961 = 100)					
St. John's, Nfld.	120.9	120.5	117.2	122.1	114.6	126.3	113.4	133.0	110.8	144.0
Halifax	123.2	122.6	115.8	130.3	116.3	123.4	116.1	138.1	126.0	127.8
Saint John	122.4	122.0	116.6	127.5	114.9	127.8	120.5	130.9	126.6	126.6
Montreal	123.5	123.1	120.1	127.0	115.0	122.8	123.9	129.8	138.1	128.5
Ottawa	125.7	125.8	120.3	130.5	117.3	127.8	120.6	140.0	135.5	132.2
Toronto	126.8	126.6	121.3	130.4	120.1	128.6	129.2	136.0	124.0	130.2
Winnipeg	126.2	126.2	120.4	130.9	115.0	133.2	127.0	144.8	128.5	129.1
Saskatoon-Regina	121.7	121.6	117.8	128.9	114.8	126.9	114.5	126.3	127.9	122.1
Edmonton-Calgary	123.5	123.5	119.1	127.2	117.5	124.8	119.1	139.8	129.5	124.3
Vancouver	121.0	121.0	116.8	128.4	115.1	124.6	117.8	130.0	118.2	113.2

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1969	556	585	301,954	7,736,710	0.46
*1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, January 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	3	525	8,180
Manufacturing	9	35	5,743	63,940
Construction	3	5	1,293	19,270
Transportation and utilities	3	5	364	6,410
Trade	—	5	85	1,780
Finance	—	—	—	—
Service	1	3	312	2,940
Public administration	—	1	106	320
All industries	17	57	8,428	102,840

Table G-3—Strikes and Lockouts, by Jurisdiction, January 1970, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	1	37	480
Prince Edward Island	—	—	—	—
Nova Scotia	5	6	1,231	3,850
New Brunswick	—	1	34	710
Québec	7	17	1,805	22,080
Ontario	4	17	4,131	57,110
Manitoba	—	2	390	6,090
Saskatchewan	—	2	118	1,950
Alberta	—	2	165	3,470
British Columbia	1	9	517	7,100
Federal	—	—	—	—
All jurisdictions	17	57	8,428	102,840

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: January	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Noranda Mines Ltd., (Geco Division), Manitouwadge, Ont.	CNTU	355	7,460	16,700	Nov. 22 —	Wages—
St-Lawrence Columbium & Metal Corp., Oka, Que.	District 50 (U.M.W.A.) Loc. 15321 (Ind.)	150	300	300	Jan. 15 Jan. 17	Not reported—Not reported.
Manufacturing						
FOOD AND BEVERAGES						
F. W. Fearman Co. Ltd., Burlington, Ont.	Food and Allied Workers Loc. 1227 (AFL-CIO/CLC)	360	1,080	2,520	Dec. 24 Jan. 7	Wages—Wage increases, other improved benefits.
RUBBER						
Firestone Tire & Rubber, Joliette, Qué.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	210	3,360	10,920	Nov. 8 Jan. 26	Wages, fringe benefits, overtime —Wage increase, 3 weeks vacation after 5 years, improved fringe benefits, medical insurance and pension.
TEXTILES						
Daly & Morin Limitée, Lachine, Qué.	Clothing Workers' Federation (CNTU)	225	450	21,610	Aug. 18 Jan. 6	Wages, hours—15¢ an hr. increase on signing of contract, 10¢ Aug. 1, 1970, 8¢ Apr. 1, 1971, 7¢ Oct. 1, 1971.
Stauffer Chemical Co. of Canada Ltd., Etobicoke, Ont.	District 50 (U.M.W.A.) Loc. 13286 (Ind.)	226	1,580	4,520	Dec. 11 Jan. 13	Wages, fringe benefits—Not reported.
CLOTHING						
S. E. Woods Holden Ltd. Hull, Qué.	United Textile Workers Loc. 332 (AFL-CIO/CLC)	200	2,200	2,200	Jan. 8 Jan. 23	Working conditions—Return of workers.
WOOD						
Weyerhaeuser Québec Ltée, Princeville, Cté Arthabaska, Qué.	Building and Woodworkers' Federation (CNTU)	132	2,770	16,230	Aug. 6 —	Wages, hours, vacations, holidays —
J. C. Martel Inc., St-Michel des Saints & St-Guillaume Nord, Qué.	Carpenters Loc. 2817 (AFL-CIO/CLC)	192	1,920	1,920	Dec. 31 Jan. 14	Wages, other improvements— Not reported.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1970 (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days January	 Accumulated	Starting Date Termination Date	Major Issues Result
PAPER						
Building Products of Canada Ltd., Hamilton, Ont.	Chemical Workers Loc. 627 (AFL-CIO/CLC)	180	3,780	6,120	Dec. 11 —	Wages, other benefits—
Nova Scotia Pulp Limited Port Hawkesbury, N.S.	Pulp and Paper Mill Workers Loc. 972 (AFL-CIO/CLC)	400	800	800	Jan. 22 Jan. 26	Sympathy with discharged workers—Return of workers.
Scott Maritimes Pulp Mill Limited, Abercrombie Point, N.S.	Pulp and Paper Mill Workers Loc. 440 (AFL-CIO/CLC)	265	1,860	1,860	Jan. 22 —	Sympathy with discharged worker—
METAL FABRICATING						
Sivaco Wire & Nails Co., Marieville, Qué.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	220	4,620	13,640	Nov. 2 —	Wages, seniority, job classification—
Foster-Wheeler Ltd., St. Catharines, Ont.	Steelworkers Loc. 6519 (AFL-CIO/CLC)	276	1,660	1,660	Jan. 23 —	Wages, other benefits—
Procor Ltd., Oakville, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	353	350	350	Jan. 27 Jan. 28	Alleged poor ventilation and cold temperatures—Return of workers.
ELECTRICAL PRODUCTS						
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	416	8,740	17,480	Dec. 1 —	Wages, cost of living bonus, fringe benefits—
Pioneer Electric, Fort Garry, Man.	Steelworkers Loc. 4297 (AFL-CIO/CLC)	340	5,040	10,480	Dec. 8 —	Wages, methods of promotion—
Clairtone-Sound Corp., Stellarton, N.S.	I.B.E.W. Loc. 2225 (AFL-CIO/CLC)	250	250	250	Jan. 26 Jan. 27	Wages—Return of workers.
NON-METALLIC MINERAL PRODUCTS						
Ocean Cement Ltd., and Lafarge Canada Limited, Bamberton, V.I., and Richmond, B.C.	Cement Workers Loc. 277 (AFL-CIO/CLC)	215	3,840	6,450	Dec. 15 Jan. 26	Wages, vacations, holidays—22% wage increase over 2 years.
Duplate Canada Ltd., Oshawa, Ont.	Auto Workers Loc. 222 (CLC)	246	120	120	Jan. 6 Jan. 6	Alleged grievances—Union persuaded men to return to work.
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	126,700	May 17 1968	Wages, union security, grievance procedure—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1970 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: January	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,750	108,000	July 7 —	Wages, hours, other benefits—
Adams-Clark Co. Ltd., New Glasgow, N.S.	Various unions	110	220	220	Jan. 8 Jan. 10	Layoff and recall—Return workers when cease and desi order issued.
Sudbury Electrical Contractors' Association, Various locations, Northern Ontario.	I.B.E.W. Loc. 1687 (AFL-CIO/CLC)	303	2,420	2,420	Jan. 16 Jan. 28	Wages—Return of most worke when new contract signed.
Fraser Brace Limited, Port Hawkesbury, N.S.	Various unions	100	400	400	Jan. 22 Jan. 28	Alleged inadequate sanitary faci ities—Return of workers whe cease and desist order issued.
Transportation and Utilities						
TRANSPORTATION						
Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	United Transportation Union (AFL-CIO/CLC)	200	4,430	15,440	Oct. 16 —	Bonus or incentive plan—
Service						
EDUCATION						
Vancouver School Board, Vancouver, B.C.	International Operating Engineers Loc. 963 (AFL-CIO/CLC)	206	1,240	1,240	Jan. 23 —	Wages, night differentials, pr mium pay—
HEALTH AND WELFARE						
St. Joseph's Hospital, Estevan, Sask.	Public Employees Loc. 80 (CLC)	101	1,590	6,640	Oct. 23 Jan. 23	Wages—Return of workers, se tlement terms not reported.
Public Administration						
LOCAL ADMINISTRATION						
City of Sydney, Sydney, N.S.	Public Employees Loc. 759 (CLC)	106	320	640	Dec. 29 Jan. 7	Interpretation of seniority clau in present contract—Agreeme signed.

Canada Department of Labour Publications

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

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Occasional Papers

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